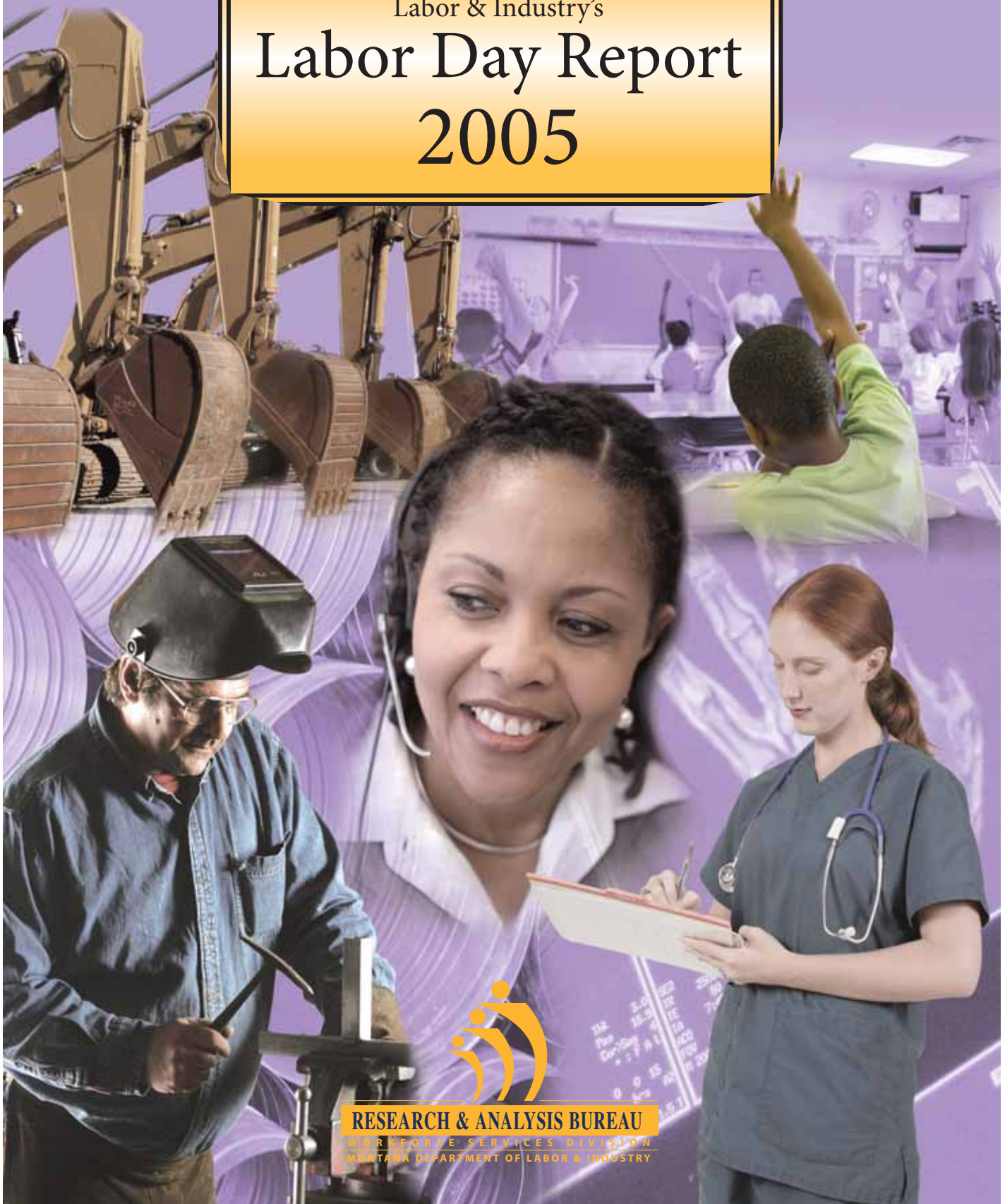




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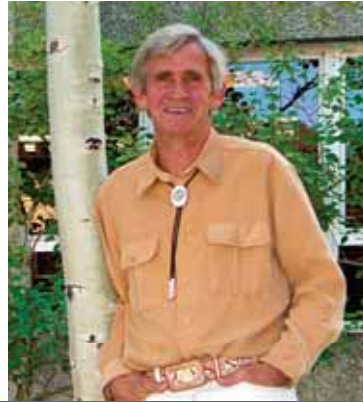
Labor Day Report 2005



RESEARCH & ANALYSIS BUREAU

WORKFORCE SERVICES DIVISION
MONTANA DEPARTMENT OF LABOR & INDUSTRY

**A Message from
Keith Kelly,
Commissioner
Montana Department
of Labor and Industry**



Commissioner's Office

On behalf of the Montana Department of Labor and Industry, it is my privilege to present the **2005 Labor Day Report** to Governor Brian Schweitzer and you, the citizens of Montana. Created from the labor movement, and known as the “workingmen’s holiday,” the nationally recognized Labor Day holiday pays tribute to the strength, freedom, and leadership of our American workers.

Today we present our **12th Annual Report** on the status of working in Montana in honor of all citizens living and working in the great Treasure State. Department of Labor’s Research and Analysis Bureau’s Chief Economist Brad Eldredge, Economist Tyler Turner, and I present statistical data and analysis that profiles the Montana worker 2005.

Employment has increased in a majority of the State’s industries and wages have grown at a rate faster than inflation for nearly all of Montana’s industries over the last four years. Projections indicate that jobs requiring formal education will grow at a faster rate than those requiring on-the-job training. This provides opportunities to Montanans acquiring associate and vocational degrees, as well as those who acquire bachelors or advanced degrees.

Although wages in Montana have been increasing since 1996, the state continues to be ranked 50th in the nation with an average annual salary of \$27,833. Lower wages may be a direct result of Montana’s climate, geographic isolation, and smaller populations. On the flipside, wages for most occupations continue to outpace inflation rates.

One of the many challenges to building our workforce will be to ensure workers have the necessary proficiency and desire to embrace the challenges of the new and emerging jobs that these identified industries will require over the next decade and beyond. The Department of Labor and Industry is working closely with the Department of Commerce, the Governor’s Office of Economic Opportunity, and other partners to foresee what jobs are going to be in demand over the next ten years in high growth, high wage industries. By collaborating with education and training service providers, we can begin to take the steps necessary to ensure our citizens have the training and skills they will need to be prepared for employment in the economy of the future.

A handwritten signature in dark ink that reads "Keith Kelly". The signature is written in a cursive style.

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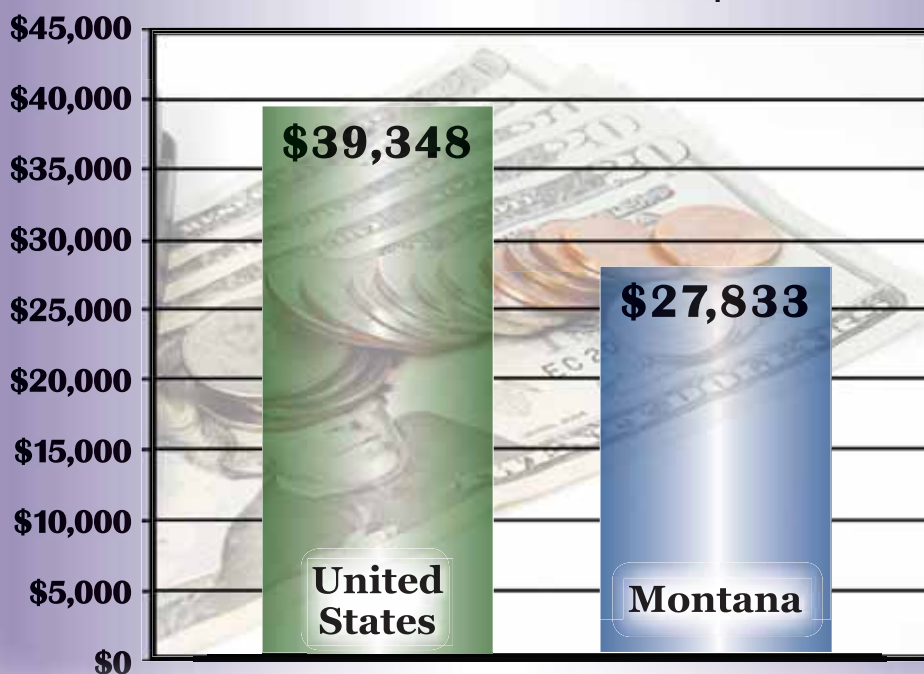
The Montana Department of Labor & Industry's
Labor Day Report 2005

Part One: Overview of the Montana Economy



*Presented by Keith Kelly, Commissioner
Montana Department of Labor & Industry*

Annual Average Salary: U.S. & Montana 2004

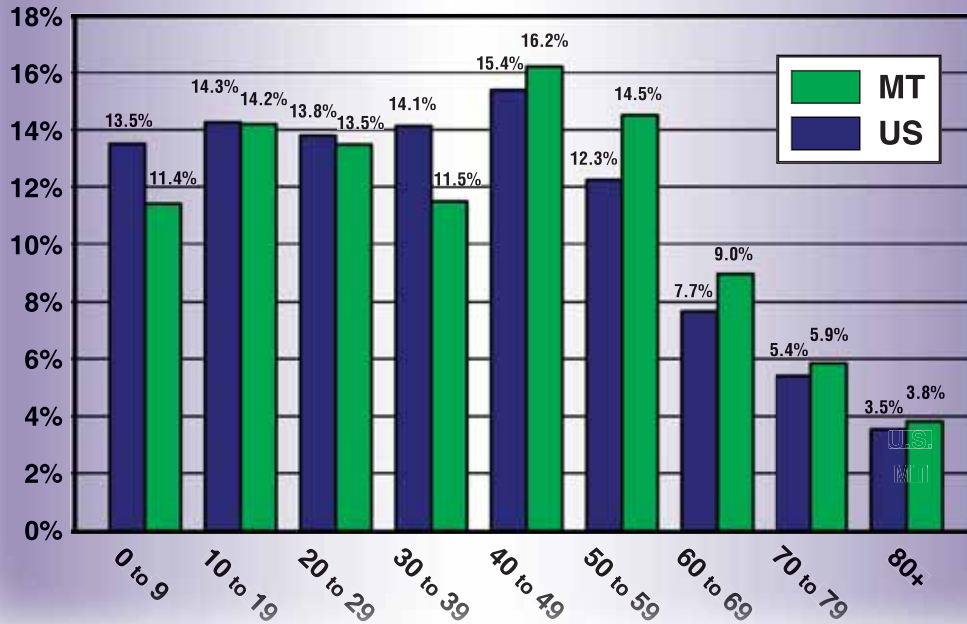


Montana's average wage was almost \$12,000 lower than the national average in 2004.





Population by Age Group: 2004



Source: U.S. Census Bureau

Montana's age structure exhibits a similar pattern as the United States', with a baby boom followed by a drop off in population in Generation X. Montana has a higher proportion of people in their 40s and 50s than the nation as a whole, and a lower proportion of the population in their 30s. Also noteworthy is the relatively smaller proportion of young children in Montana versus the nation.

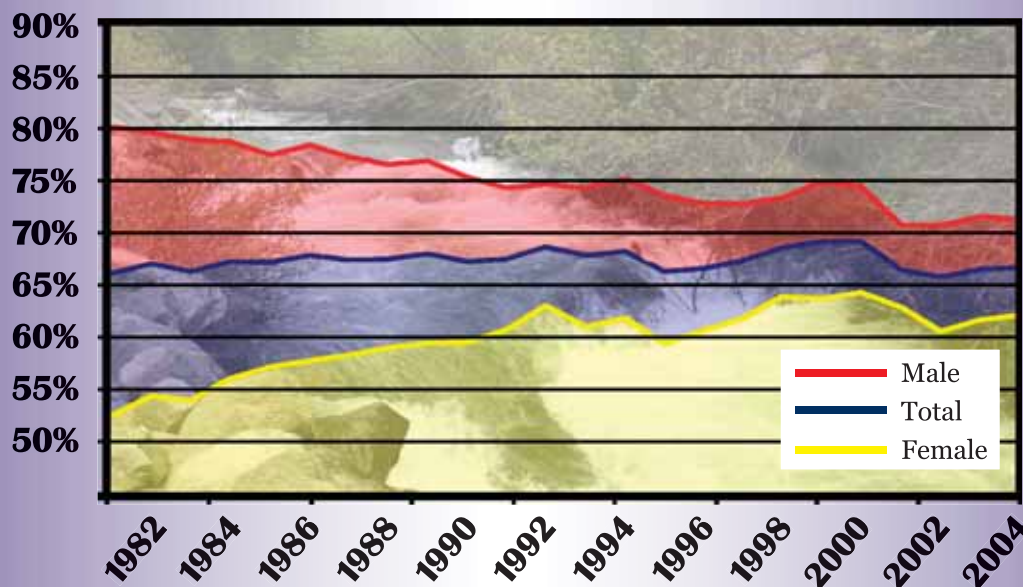
Population by Age Group, Montana vs. United States

United States			Montana		
Age Range	Number	Percent	Age Range	Number	Percent
0 to 9	39,676,840	13.5%	0 to 9	105,862	11.4%
10 to 19	41,874,958	14.3%	10 to 19	131,676	14.2%
20 to 29	40,532,208	13.8%	20 to 29	124,992	13.5%
30 to 39	41,523,350	14.1%	30 to 39	106,625	11.5%
40 to 49	45,178,963	15.4%	40 to 49	150,383	16.2%
50 to 59	35,985,677	12.3%	50 to 59	134,493	14.5%
60 to 69	22,545,890	7.7%	60 to 69	82,985	9.0%
70 to 79	15,917,762	5.4%	70 to 79	54,352	5.9%
80+	10,419,756	3.5%	80+	35,497	3.8%
Total	293,655,404		Total	926,865	





Montana's Labor Force Participation by Gender: 1980 to 2004



Source: Bureau of Labor Statistics:
Geographic Profile of Employment
and Unemployment

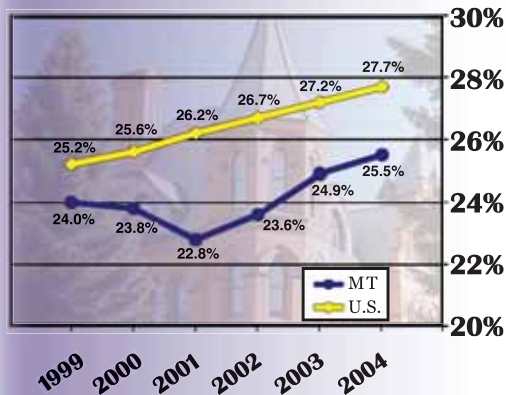
Over time, the labor force participation rates of men and women in Montana have been converging. This mirrors the national trends in male and female labor force participation. Montana's overall labor force participation rate of 66.7 percent in 2004 was also similar to the national rate of 66.0 percent.

Labor Force Participation (In Thousands)							
Year	Labor Force Participation Rate -Total	Male Labor Force	Male Population	Male Rate	Female Labor Force	Female Population	Female Rate
1981	66.2%	230	287	80.1%	155	295	52.5%
1982	67.0%	234	294	79.6%	160	294	54.4%
1983	66.3%	232	294	78.9%	163	302	54.0%
1984	67.2%	233	296	78.7%	171	305	56.1%
1985	67.2%	230	297	77.4%	175	306	57.2%
1986	67.8%	229	292	78.4%	178	308	57.8%
1987	67.4%	224	290	77.2%	179	307	58.3%
1988	67.4%	221	289	76.5%	180	305	59.0%
1989	68.0%	223	290	76.9%	182	306	59.5%
1990	67.3%	220	292	75.3%	181	304	59.5%
1991	67.5%	219	295	74.2%	187	308	60.7%
1992	68.6%	224	300	74.7%	198	314	63.1%
1993	67.9%	234	315	74.3%	191	313	61.0%
1994	68.2%	233	310	75.2%	206	333	61.9%
1995	66.3%	233	317	73.5%	202	340	59.4%
1996	66.6%	238	327	72.8%	208	343	60.6%
1997	67.3%	243	334	72.8%	212	343	61.8%
1998	68.5%	250	341	73.3%	218	341	63.9%
1999	69.2%	253	338	74.9%	221	347	63.7%
2000	69.1%	256	344	74.4%	223	347	64.3%
2001	66.4%	246	348	70.7%	220	350	62.9%
2002	65.7%	246	348	70.7%	217	358	60.6%
2003	66.5%	251	351	71.5%	224	363	61.7%
2004	66.7%	256	359	71.3%	230	370	62.2%



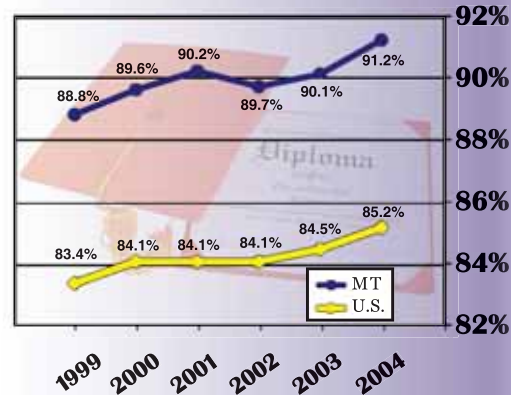
Education Levels for Montana and the U.S.¹ 1999 - 2004

Percent of Population (25 and older)
with at least a Bachelors Degree



MT RANK:
26th 31st 38th 35th 28th 26th

Percent of Population (25 and older)
with a High School Diploma



MT RANK:
11th 11st 3rd 8th 6th 2nd

¹Includes District of Columbia

Source: U.S. Census Bureau

Montana's population continues to value educational attainment, with 91% of residents over the age of 25 possessing a high school diploma in 2004. This placed Montana second in the nation overall, while additional data showed that the State has been ranked in or near the top ten for the last six years. The percent of the population with at least a bachelors degree was slightly lower than the national average in 2004, but Montana still ranks higher than many other states, edging almost half of the 50 states and Washington D.C.

% of Population with at Least a Bachelors Degree

	1999	2000	2001	2002	2003	2004
Montana	24	23.8	22.8	23.6	24.9	25.5
U.S.	25.2	25.6	26.2	26.7	27.2	27.7
Rank	26th	31st	38th	35th	28th	26th

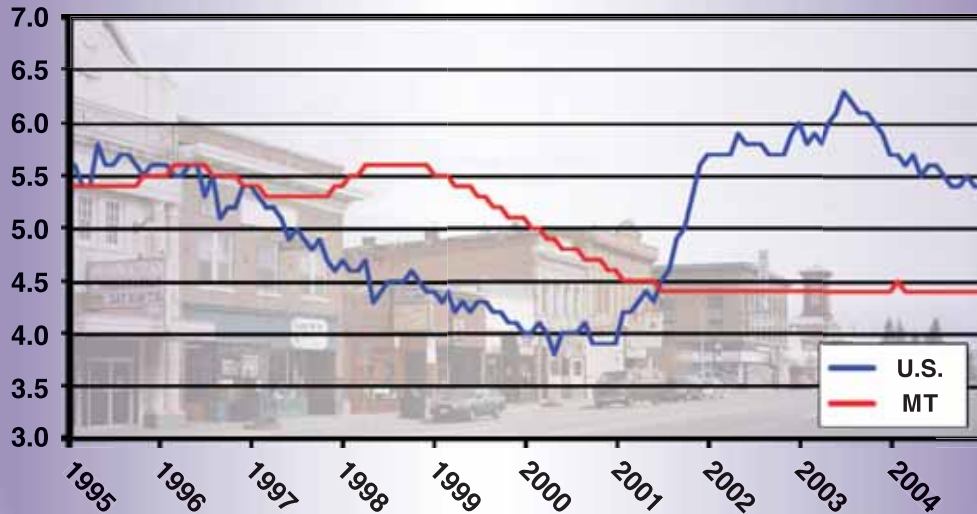
% of Population with a High School Diploma

	1999	2000	2001	2002	2003	2004
Montana	88.8	89.6	90.2	89.7	90.1	91.2
U.S.	83.4	84.1	84.1	84.1	84.5	85.2
Rank	11th	11th	3rd	8th	6th	2nd





Unemployment Rates: Montana vs. U.S. 1995-2004



¹ Current month's rates are preliminary

Source: Bureau of Labor Statistics

Monthly Unemployment Rates¹ 2005 - 1998 (Seasonally Adjusted)

	%		%		%		%		%		%	
	MT	U.S.	MT	U.S.	MT	U.S.	MT	U.S.	MT	U.S.	MT	U.S.
	2005		2004		2003		2002		2001		2000	
December			4.4	5.4	4.4	5.7	4.4	6.0	4.4	5.7	4.6	3.9
November			4.4	5.4	4.4	5.9	4.4	5.9	4.4	5.6	4.6	3.9
October			4.4	5.5	4.4	6.0	4.4	5.7	4.4	5.4	4.7	3.9
September			4.4	5.4	4.4	6.1	4.4	5.7	4.4	5.0	4.7	4.0
August			4.4	5.4	4.4	6.1	4.4	5.7	4.4	4.9	4.7	4.1
July	4.4	5.0	4.4	5.5	4.4	6.2	4.4	5.8	4.4	4.6	4.8	4.0
June	4.4	5.0	4.4	5.6	4.4	6.3	4.4	5.8	4.4	4.5	4.8	4.0
May	4.5	5.1	4.4	5.6	4.4	6.1	4.4	5.8	4.5	4.3	4.8	4.0
April	4.4	5.2	4.4	5.6	4.4	6.0	4.4	5.9	4.5	4.4	4.9	3.8
March	4.6	5.2	4.4	5.7	4.4	5.8	4.4	5.7	4.5	4.3	4.9	4.0
February	4.5	5.4	4.4	5.6	4.4	5.9	4.4	5.7	4.5	4.2	5.0	4.1
January	4.4	5.2	4.5	5.6	4.4	5.8	4.4	5.6	4.5	4.2	5.0	4.0

	%		%		%		%		%	
	MT	U.S.	MT	U.S.	MT	U.S.	MT	U.S.	MT	U.S.
	1999		1998		1997		1996		1995	
December	5.1	4.0	5.5	4.4	5.4	4.7	5.4	5.4	5.5	5.6
November	5.1	4.1	5.6	4.4	5.4	4.6	5.4	5.4	5.5	5.6
October	5.1	4.1	5.6	4.5	5.3	4.7	5.5	5.2	5.5	5.5
September	5.2	4.2	5.6	4.6	5.3	4.9	5.5	5.2	5.4	5.6
August	5.2	4.2	5.6	4.5	5.3	4.8	5.5	5.1	5.4	5.7
July	5.3	4.3	5.6	4.5	5.3	4.9	5.5	5.5	5.4	5.7
June	5.3	4.3	5.6	4.5	5.3	5.0	5.6	5.3	5.4	5.6
May	5.4	4.2	5.6	4.4	5.3	4.9	5.6	5.6	5.4	5.6
April	5.4	4.3	5.6	4.3	5.3	5.1	5.6	5.6	5.4	5.8
March	5.4	4.2	5.6	4.7	5.3	5.2	5.6	5.5	5.4	5.4
February	5.5	4.4	5.5	4.6	5.3	5.2	5.6	5.5	5.4	5.4
January	5.5	4.3	5.5	4.6	5.4	5.3	5.5	5.6	5.4	5.6

Montana's seasonally adjusted employment rate has been lower than the national average since June of 2001. Since this time the percentage of workers in the State has stayed stable and avoided the fluctuations which have characterized the U.S. economy over the same time period.

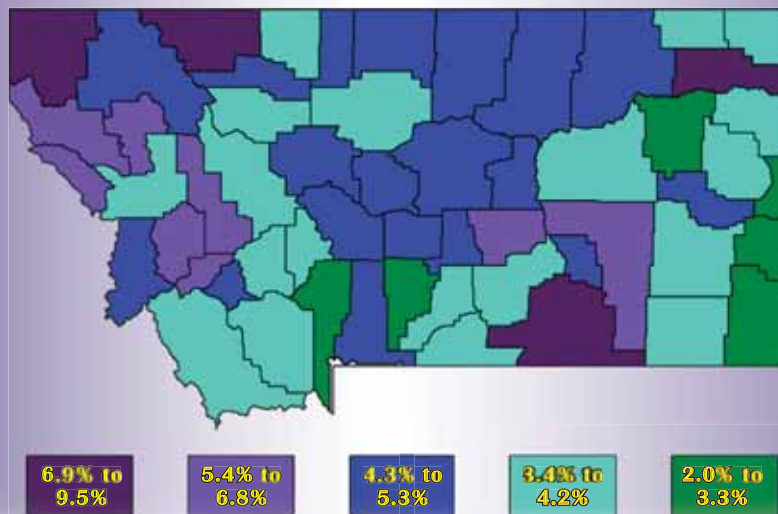


Over the last twelve months, Montana counties' average unemployment rates have ranged from a low of 2.0 percent in Sweet Grass County to a high of 9.5 percent in Big Horn County. Thirty-eight of the state's fifty-six counties have unemployment rates within one percentage point of the state average rate of 4.4 percent. There do not seem to be any clear-cut regional patterns in the unemployment rates.

County Unemployment Rates:

12 Month Moving Average

(August 2004 to July 2005)

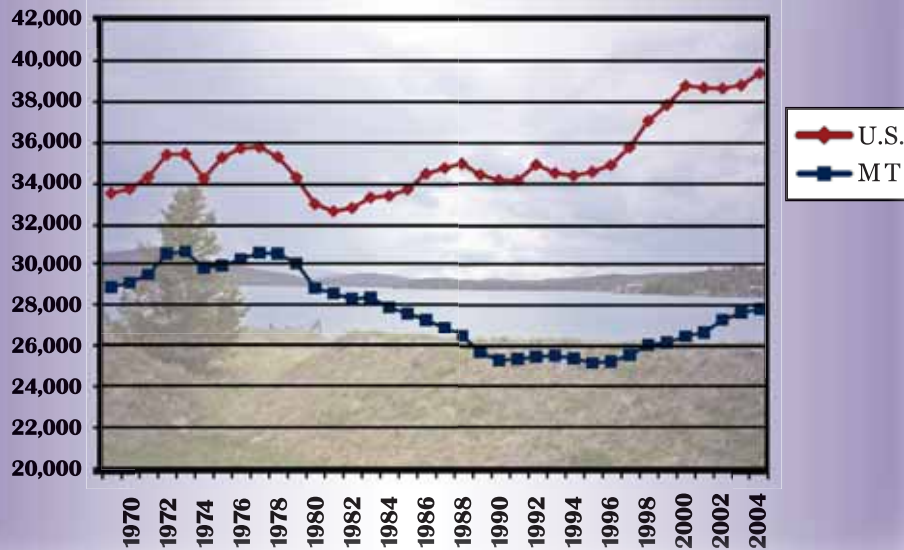


County	Labor Force	Unem- ployed	Rate	County	Labor Force	Unem- ployed	Rate
Beaverhead	5,038	185	3.7	McCone	1,044	34	3.2
Big Horn	5,186	490	9.5	Meagher	932	46	4.9
Blaine	2,874	142	4.9	Mineral	1,979	116	5.9
Broadwater	2,313	92	4.0	Missoula	57,732	2,328	4.0
Carbon	5,397	212	3.9	Musselshell	2,123	121	5.7
Carter	749	24	3.2	Park	9,010	393	4.4
Cascade	39,948	1,711	4.3	Petroleum	227	11	4.8
Chouteau	2,685	98	3.7	Phillips	2,168	97	4.5
Custer	5,681	237	4.2	Pondera	2,749	145	5.3
Daniels	813	29	3.6	Powder River	944	36	3.8
Dawson	4,258	159	3.7	Powell	2,712	176	6.5
Deer Lodge	3,891	252	6.5	Prairie	560	25	4.5
Fallon	1,647	47	2.8	Ravalli	18,394	949	5.2
Fergus	5,857	305	5.2	Richland	5,197	184	3.5
Flathead	42,684	2,172	5.1	Roosevelt	4,138	284	6.9
Gallatin	46,193	1,476	3.2	Rosebud	4,455	247	5.6
Garfield	658	26	4.0	Sanders	4,695	306	6.5
Glacier	6,112	484	7.9	Sheridan	1,785	65	3.6
Golden Valley	499	24	4.9	Silver Bow	17,379	821	4.7
Granite	1,306	73	5.6	Stillwater	4,436	153	3.5
Hill	8,059	377	4.7	Sweet Grass	2,813	58	2.1
Jefferson	5,432	221	4.1	Teton	3,026	119	3.9
Judith Basin	1,130	51	4.5	Toole	2,656	92	3.4
Lake	11,713	668	5.7	Treasure	411	18	4.4
Lewis & Clark	31,189	1,252	4.0	Valley	3,715	164	4.4
Liberty	893	41	4.6	Wheatland	1,062	46	4.3
Lincoln	7,864	716	9.1	Wibaux	522	17	3.3
Madison	3,801	137	3.6	Yellowstone	77,670	2,783	3.6





Real Wages: 1969 to 2004



Montana's real wages (wages adjusted for inflation) underwent a long period of decline from 1984 to 1990. As a result, Montana's ranking for average wage per job fell from 38th in 1983 to 47th in 1990. Despite steady increases in real wages from 1996 to 2004, the state has continued to be outpaced by the nation and other states. Montana's ranking in wages per job has been 50th since 1999.

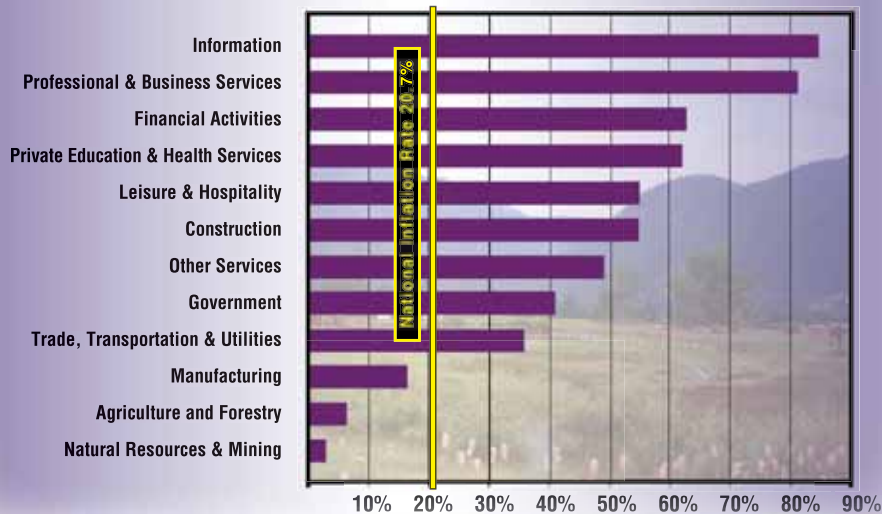
Average Wage and Salary Dispersements (real 2004 dollars)

Year	U.S. Wages	Montana Wages	Montana Rank	Year	U.S. Wages	Montana Wages	Montana Rank
1969	33,492	28,875	34	1987	34,682	26,853	47
1970	33,705	29,085	36	1988	34,925	26,524	47
1971	34,249	29,501	37	1989	34,372	25,704	47
1972	35,349	30,522	37	1990	34,112	25,320	47
1973	35,372	30,628	35	1991	34,088	25,374	47
1974	34,178	29,826	37	1992	34,868	25,495	47
1975	35,213	29,936	34	1993	34,461	25,547	47
1976	35,662	30,241	37	1994	34,337	25,403	48
1977	35,726	30,570	33	1995	34,515	25,193	48
1978	35,230	30,514	34	1996	34,850	25,267	49
1979	34,228	30,050	34	1997	35,724	25,577	48
1980	32,959	28,833	34	1998	37,021	26,069	49
1981	32,603	28,568	34	1999	37,803	26,186	50
1982	32,767	28,292	35	2000	38,749	26,495	50
1983	33,279	28,371	38	2001	38,632	26,676	50
1984	33,368	27,875	41	2002	38,603	27,294	50
1985	33,679	27,573	44	2003	38,771	27,641	50
1986	34,412	27,254	46	2004	39,348	27,833	50



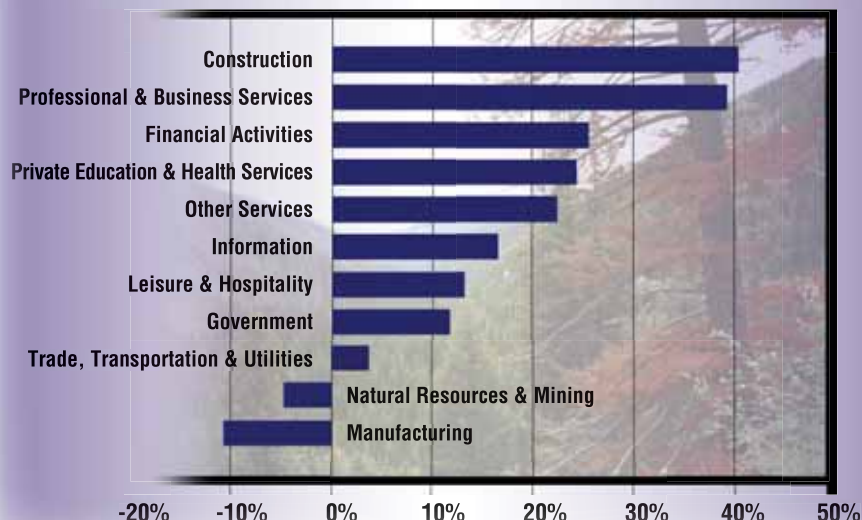


Montana Industry Growth: Gross State Product 1995 to 2003



Gross State Product is the value added in production by labor and property located in Montana. From 1995 to 2003, the Information and Professional and Business Services sectors have enjoyed the largest percentage increases in their contributions to Gross State Product. Information's growth is not surprising given the growth of the internet and media in general over this time period. Professional and Business Services is a broad category that includes temporary help agencies, janitorial services, and law firms. Its contribution to national GDP has been growing rapidly as well. Many "traditional" Montana industries such as Logging, Mining, and Agriculture experienced some of the slowest GSP growth over the period.

Montana Industry Growth: Employment 1995 to 2003





Gross State Product Growth 1995 - 2003 and Industry Employment Growth 1995 - 2003

GSP Growth (Millions of Dollars)	1995	1996	1997	1998	1999	2000	2001	2002	2003	% Growth 1995-2003
Agriculture, Forestry, & Fishing	858.947	958.329	972.897	880	794	761	758	865	913.865	6.4%
Mining	622.534	634.433	676.354	670	698	758	784	678	641.966	3.1%
Construction	888.103	930.89	999.131	1,094.888	1,138.944	1,154.948	1,244.054	1,283.111	1,376.702	55.0%
Manufacturing	1,078.502	1,110.429	1,177.117	1,351.857	1,168.962	1,258.94	1,281.058	1,228.114	1256.07	16.5%
Trade, Transportation & Utilities	4,202.177	4,242.715	4344.5	4,579.543	4,732.769	4,801.782	4,848.223	5,271.431	5,710.669	35.9%
Information	456.404	490.115	492.915	549.943	586.97	603.972	678.028	752.06	843.017	84.7%
Financial Activities	2,703.074	2,796.338	2,962.576	3,200.675	3,434.82	3,618.831	3,866.168	4,088.344	4,405.087	63.0%
Professional & Business Services	990.623	1,084.457	1,142.454	1,221.877	1,299.933	1,362.937	1,509.063	1,632.134	1,796.265	81.3%
Educational & Health Services	1,521.361	1,545.992	1,602.768	1,694.831	1,803.907	1,949.907	2,070.091	2,265.184	2,468.196	62.2%
Leisure & Hospitality	779.741	818.507	887.417	937.906	991.949	1,051.951	1,058.049	1,123.094	1,210.485	55.2%
Other Services	462.53	476.606	503.45	545.944	538.976	566.974	637.026	648.057	689.382	49.0%
Government	2,984.018	3,069.613	3,174.711	3,276.706	3,399.848	3,645.842	3,761.155	3,938.305	4,202.978	40.8%
Employment Growth (In Thousands)	1995	1996	1997	1998	1999	2000	2001	2002	2003	
Natural Resources & Mining	6.475	6.475	6.342	6.175	6.133	6.033	6.242	6.183	6.158	-4.9%
Construction	16.45	17.617	18.317	19.383	20.083	20.483	21.242	21.684	23.1	40.4%
Manufacturing	21.275	21.967	22.192	22.166	22.6	22.558	21.383	20	18.975	-10.8%
Trade, Transportation & Utilities	81.45	82.775	83.466	85.208	85.933	86.358	85.141	84.818	84.492	3.7%
Information	6.567	6.792	7.174	7.494	7.844	7.952	7.91	7.833	7.659	16.6%
Financial Activities	16.175	16.608	17.1	17.692	18.191	18.567	18.792	19.317	20.317	25.6%
Professional & Business Services	23.342	25.317	25.708	26.742	28.675	30.858	31.8	32.334	32.525	39.3%
Educational & Health Services	42.683	44.05	44.975	46.158	47.708	49	49.658	52.001	53.117	24.4%
Leisure & Hospitality	46.1	47.825	47.942	48.725	49.15	50.125	49.45	50.992	52.267	13.4%
Other Services	13.327	13.9	14.284	14.776	15.151	15.351	15.991	16.054	16.33	22.5%
Government	76.891	76.983	77.391	78.566	78.841	80.291	84.067	84.835	85.817	11.6%

From 1995 to 2003, both Construction and Professional and Business Services experienced strong employment growth. In contrast, Manufacturing and Natural Resources and Mining actually experienced employment declines over the same period. It is important to note that over the past year Natural Resources and Mining has reversed this trend and is adding jobs, while Manufacturing has been relatively flat.





The Montana Department of Labor & Industry's
Labor Day Report 2005

Part Two: Occupations and Training

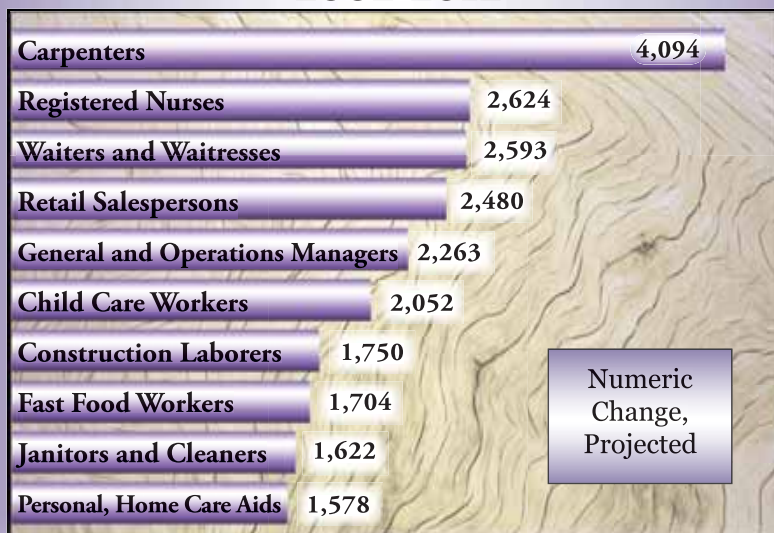


*Presented by Brad Eldredge, Chief Economist
Research & Analysis Bureau*

*Questions? Contact Brad at (406) 444-5474
or by E-mail: beldredge@mt.gov*

Top Ten Detailed Occupations Which Will Grow by More Than 1,000 Jobs:

2002-2012



The first table shows the 20 occupations projected to grow by more than 1,000 positions between 2002 and 2012. The second shows the 20 occupations projected to have the most openings. This includes both openings due to new positions and openings due to the need to fill existing positions vacated as other workers leave the occupation. The wage data comes from the May 2004 panel of the Occupational Employment Statistics (OES) survey (Bureau of Labor Statistics) and the training assignments come from the Bureau of Labor Statistics.



Occupations Expected to Grow by More than 1,000 jobs: 2002 - 2012

Occupation	2002 Estimated Employ- ment	2012 Projected Employ- ment	Numeric Change	Total Percent Change	Total Annual Open- ings	2004 Median Wage	Training Assignment
Carpenters	12,832	16,926	4,094	31.9	618	\$34,300	Long-term on-the-job training
Registered Nurses	8,083	10,707	2,624	32.5	431	\$46,070	Associate's Degree
Waiters and Waitresses	8,661	11,254	2,593	29.9	705	\$12,950	Short-term on-the-job training
Retail Salespersons	17,610	20,090	2,480	14.1	888	\$20,300	Short-term on-the-job training
General and Operations Managers	10,821	13,084	2,263	20.9	430	\$55,040	Bachelor's degree plus work experience
Child Care Workers	10,861	12,913	2,052	18.9	501	\$16,600	Short-term on-the-job training
Construction Laborers	5,212	6,962	1,750	33.6	244	\$25,460	Moderate-term on-the-job training
Combined Food Preparation and Serving Workers, Including Fast	4,584	6,288	1,704	37.2	369	\$15,220	Short-term on-the-job training
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,385	11,007	1,622	17.3	340	\$19,470	Short-term on-the-job training
Personal and Home Care Aides	3,559	5,137	1,578	44.3	215	\$16,380	Short-term on-the-job training
Nursing Aides, Orderlies, and Attendants	5,429	6,893	1,464	27	217	\$19,110	Short-term on-the-job training
Landscaping and Groundskeeping Workers	5,570	6,997	1,427	25.6	264	\$19,700	Short-term on-the-job training
Managers, All Other	6,571	7,994	1,423	21.7	270	\$64,380	Work experience in a related occupation
Truck Drivers, Heavy and Tractor-Trailer	8,878	10,231	1,353	15.2	280	\$31,900	Moderate-term on-the-job training
First-Line Supervisors/Managers of Construction Trades and E	3,609	4,904	1,295	35.9	191	\$45,370	Work experience in a related occupation
Real Estate Sales Agents	3,574	4,812	1,238	34.6	195	\$37,570	Postsecondary Vocational Training
Painters, Construction and Maintenance	2,748	3,956	1,208	44	163	\$29,140	Moderate-term on-the-job training
Cooks, Restaurant	3,797	4,928	1,131	29.8	231	\$16,730	Long-term on-the-job training
Maids and Housekeeping Cleaners	6,684	7,807	1,123	16.8	252	\$16,090	Short-term on-the-job training
Construction Managers	2,891	3,972	1,081	37.4	160	\$54,740	Bachelor's degree

20 Occupations Expected to Have the Most Openings: 2002 - 2012

Occupation	2002 Estimated Employ- ment	2012 Projected Employ- ment	Numeric Change	Total Percent Change	Total Annual Open- ings	2004 Median Wage	Training Assignment
Retail Salespersons	17,610	20,090	2,480	14.1	888	\$20,300	Short-term on-the-job training
Waiters and Waitresses	8,661	11,254	2,593	29.9	705	\$12,950	Short-term on-the-job training
Carpenters	12,832	16,926	4,094	31.9	618	\$34,300	Long-term on-the-job training
Cashiers	10,648	11,199	551	5.2	573	\$17,100	Short-term on-the-job training
Child Care Workers	10,861	12,913	2,052	18.9	501	\$16,600	Short-term on-the-job training
Registered Nurses	8,083	10,707	2,624	32.5	431	\$46,070	Associate's Degree
General and Operations Managers	10,821	13,084	2,263	20.9	430	\$55,040	Bachelor's degree plus work experience
Combined Food Preparation and Serving Workers, Including Fast	4,584	6,288	1,704	37.2	369	\$15,220	Short-term on-the-job training
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,385	11,007	1,622	17.3	340	\$19,470	Short-term on-the-job training
Truck Drivers, Heavy and Tractor-Trailer	8,878	10,231	1,353	15.2	280	\$31,900	Moderate-term on-the-job training
Bartenders	4,613	5,565	952	20.6	277	\$15,320	Short-term on-the-job training
Managers, All Other	6,571	7,994	1,423	21.7	270	\$64,380	Work experience in a related occupation
Landscaping and Groundskeeping Workers	5,570	6,997	1,427	25.6	264	\$19,700	Short-term on-the-job training
Office Clerks, General	8,170	8,973	803	9.8	261	\$19,610	Short-term on-the-job training
Maids and Housekeeping Cleaners	6,684	7,807	1,123	16.8	252	\$16,090	Short-term on-the-job training
First-Line Supervisors/Managers of Retail Sales Workers	10,107	10,762	655	6.5	248	\$29,300	Work experience in a related occupation
Construction Laborers	5,212	6,962	1,750	33.6	244	\$25,460	Moderate-term on-the-job training
Cooks, Restaurant	3,797	4,928	1,131	29.8	231	\$16,730	Long-term on-the-job training
Farmers and Ranchers	25,973	26,652	679	2.6	221	NA	Long-term on-the-job training
Nursing Aides, Orderlies, and Attendants	5,429	6,893	1,464	27	217	\$19,110	Short-term on-the-job training





Openings in High-Wage Occupations

Occupation	Number of Openings	Annual Salary
Carpenters	6,183	\$34,300
Registered Nurses	4,314	\$46,070
General & Operations Managers	4,304	\$55,040
Truck Drivers, Heavy & Tractor-Trailer	2,803	\$31,900
First-Line Supervisors/Managers of Retail Sales Workers	2,471	\$29,300
Automotive Service Technicians and Mechanics	2,007	\$30,200
Sales Representatives, Wholesale and Manufacturing, except Technical & Scientific Products	1,958	\$56,070
Real Estate Sales Agents	1,948	\$37,570
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,909	\$45,370
Accountants and Auditors	1,750	\$44,230

Many people are most interested in jobs that will present an adequate number of openings and pay well. This table contains the ten occupations projected to have the most openings for job seekers from 2002-2012 and pay above the Montana average annual wage. The wage data is from the May 2004 panel of the Occupational and Employment Statistics Program.

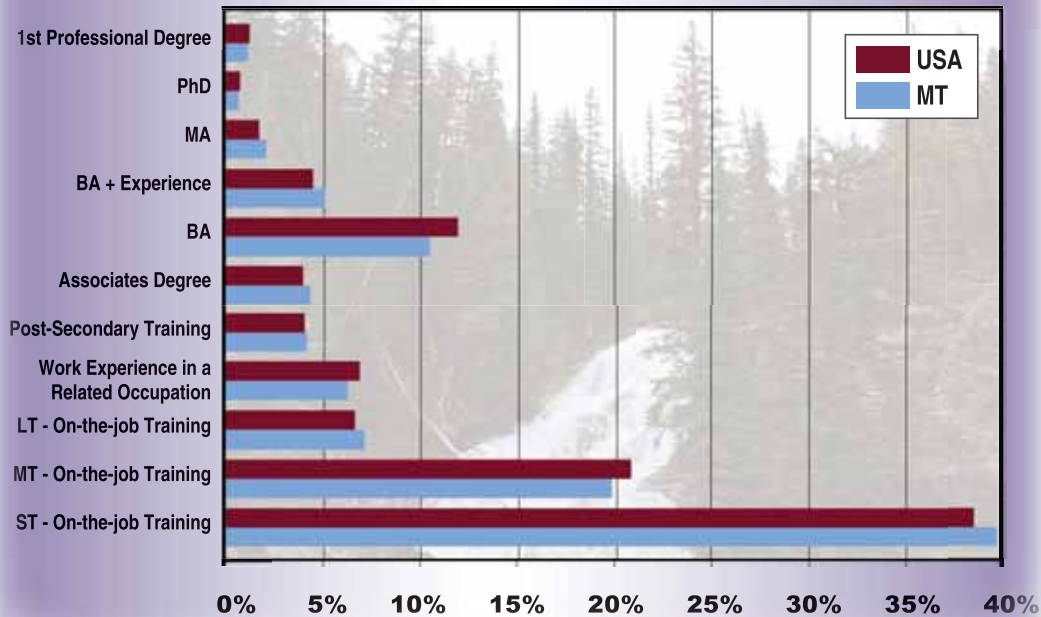
BLS Defines 11 Training Categories

- **First Professional Degree**
- **Post-Secondary Vocational Training**
- **Doctoral Degree**
- **Work Experience in a related occupation**
- **Master's Degree**
- **Long-term on-the-job training**
- **Bachelor's Degree or higher with work experience in a related occupation**
- **Moderate-term on-the-job training**
- **Bachelor's Degree**
- **Short-term on-the-job training**
- **Associate's Degree**

The Bureau of Labor Statistics defines eleven types of post-secondary education or training. One category is assigned to each occupation. The category assigned to an occupation best describes the post-secondary education or training usually used by most workers to become fully qualified in that occupation.



Training Requirements: MT vs. USA



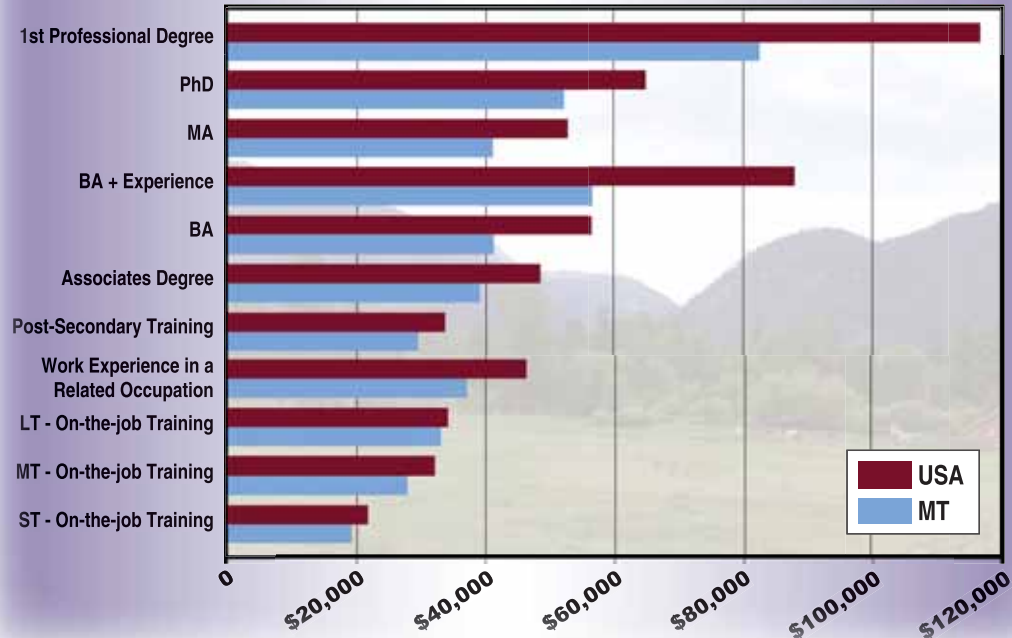
This graph demonstrates that the training profile of Montana's occupations is very similar to the national profile. Compared with the U.S., Montana has a slightly lower proportion of jobs requiring first professional degrees, PhD's, Bachelor's degrees, work experience in a related occupation, and moderate-term on-the-job training. The state has a slightly higher proportion of jobs requiring Master's degrees, Bachelor's degrees plus experience, Associate's degrees, post-secondary vocational training, long-term on-the-job training, and short-term on-the-job training.

Montana			USA		
Training Level	Employment	Percent of the Total Employment	Training Level	Employment	Percent of the Total Employment
1st Professional Degree	4,594	1.1%	1st Professional Degree	1,460,920	1.2%
PhD	2,251	0.6%	PhD	881,530	0.7%
MA	7,842	2.0%	MA	2,077,710	1.6%
BA+Exp.	19,926	5.0%	BA+Exp.	5,604,810	4.4%
BA	41,913	10.5%	BA	14,958,010	11.8%
Associates	17,360	4.3%	Associates	4,967,820	3.9%
Post-Sec Training	16,585	4.1%	Post-Sec Training	5,046,860	4.0%
Work experience in a related occupation	24,670	6.2%	Work experience in a related occupation	8,606,750	6.8%
LT-OTJ	28,019	7.0%	LT-OTJ	8,277,760	6.5%
MT-OTJ	79,181	19.7%	MT-OTJ	26,234,410	20.7%
ST-OTJ	158,748	39.6%	ST-OTJ	48,751,800	38.4%





Wages by Training Requirements: MT vs. USA



Training Level	Montana Average Wage	U.S. Average Wage	Montana Percent of U.S. Wage
1st Professional Degree	82,440	116,714	70.6%
PhD	51,899	64,785	80.1%
MA	40,983	52,341	78.3%
BA+Exp.	56,613	87,696	64.6%
BA	40,903	56,472	72.4%
Associates	38,840	48,218	80.6%
Post-Sec Training	29,245	33,565	87.1%
Work Exp. In a related Occ	36,982	46,163	80.1%
LT-OTJ	32,875	34,129	96.3%
MT-OTJ	27,768	32,024	86.7%
ST-OTJ	19,067	21,580	88.4%

Montanans earn less money than their U.S. counterparts in all of the eleven training categories. The gap is widest in jobs requiring Bachelor's degrees plus work experience and lowest in jobs requiring long-term on-the-job training. Montana's lack of large corporate headquarters may contribute to the Bachelor's plus work experience wage gap.

Sources of the Wage Gap



Eliminating differences between the MT and US occupational training assignments reduces the wage gap by 1.4%



Eliminating differences between the MT and US industry mix reduces the wage gap by 6.9%



Hypothetical World where Montana jobs require the same training mix as the U.S.

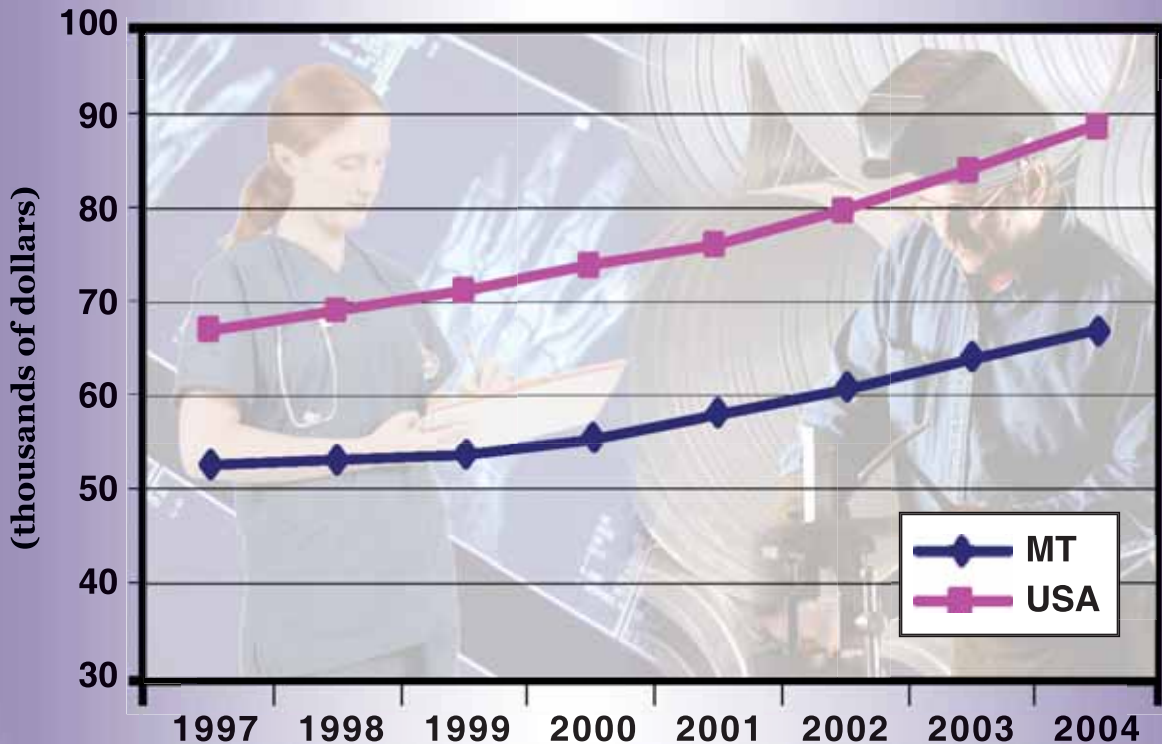
Training Level	Actual Employment	Hypothetical Employment	Actual Montana Wage	Actual Total Wages	Hypothetical Total Wages
1st Professional Degree	4,594	4,619	82,440	378,730,308	380,761,353
PhD	2,251	2,787	51,899	116,824,649	144,638,345
MA	7,842	6,569	40,983	321,388,686	269,200,606
BA+Exp.	19,926	17,719	56,613	1,128,061,417	1,003,138,437
BA	41,913	47,289	40,903	1,714,360,018	1,934,258,253
Associates	17,360	15,706	38,840	674,262,400	610,003,645
Post-Sec Training	16,585	15,955	29,245	485,028,325	466,616,660
Work experience in a related occupation	24,670	27,210	36,982	912,345,940	1,006,275,594
LT-OTJ	28,019	26,170	32,875	921,124,625	860,331,747
MT-OTJ	79,181	82,939	27,768	2,198,698,008	2,303,049,431
ST-OTJ	158,748	154,127	19,067	3,026,848,116	2,938,734,686
Totals	401,089	401,089		11,877,672,492	11,917,008,756
Hypothetical Montana Average Wage	29,712				
Actual Montana Average Wage	29,614				
Amount of the wage gap attributable to Montana's occupational mix	98				
U.S. Average Wage	36,680				
Actual wage gap	7,066				
Hypothetical wage gap	6,968				
Percent change in the wage gap, hypothetical vs. real world	1.4%				

Hypothetical World where Montana jobs are in the same industry mix as US jobs

Industry	Actual Employment	Hypothetical Employment	Actual Montana Wage	Actual Total Wages	Hypothetical Total Wages
Agriculture, Forestry, Fishing, and Hunting	4,488	3,616	24,782	111,221,616	89,619,417
Mining	6,093	1,626	54,066	329,424,138	87,887,465
Utilities	2,897	1,763	58,435	169,286,195	103,031,158
Construction	24,834	21,616	32,287	801,815,358	697,911,380
Manufacturing	19,159	44,583	35,345	677,174,855	1,575,803,367
Wholesale Trade	15,951	17,640	36,038	574,842,138	635,717,647
Retail Trade	54,866	47,089	20,686	1,134,958,076	974,092,504
Transportation and Warehousing	10,012	12,536	29,823	298,587,876	373,848,825
Information	7,773	9,696	35,010	272,132,730	339,467,362
Finance and Insurance	15,289	18,184	39,092	597,677,588	710,834,143
Real Estate and Rental and Leasing	5,587	6,495	21,511	120,181,957	139,705,399
Professional, Scientific, and Technical Services	16,501	21,153	38,215	630,585,715	808,371,784
Management of Companies and Enterprises	1,022	5,303	41,048	41,951,056	217,665,095
Administrative and Support and Waste Management and Remediation Services	15,715	24,497	20,098	315,840,070	492,342,289
Educational Services	3,663	6,501	20,879	76,479,777	135,736,670
Healthcare and Social Assistance	50,158	43,790	30,456	1,527,612,048	1,333,656,744
Arts, Entertainment and Recreation	9,587	5,795	13,892	133,182,604	80,508,227
Accomodation and Food Services	44,153	33,191	10,920	482,150,760	362,445,194
Other Services	15,723	13,402	19,553	307,431,819	262,057,600
Government	79,706	64,986	32,802	2,614,516,212	2,131,683,826
Unclassified	286	0	43,857	12,543,102	0
Total Employment	403,463	403,463		11,229,595,690	11,552,386,094
Hypothetical Montana Average Wage					28,633
Actual Montana Average Wage					27,833
Amount of the wage gap attributable to Montana's Industry Mix					800
U.S. Average Wage					39,348
Actual Wage Gap					11,515
Hypothetical Wage Gap					10,715
Percent change in the Wage Gap, Hypothetical vs. Real world					6.9%



Output Per Job: Montana vs. United States



Source: Bureau of Economic Analysis

Output Per Job 1997 - 2004

One reason Montana wages are low is that output per job is lower in Montana than the national average. Montana's productivity is low due to the state's climate and geographic isolation. Montana's workers may be more productive than this chart indicates, given that they are more likely to work two jobs simultaneously and also may work two different seasonal jobs at different times of the year.

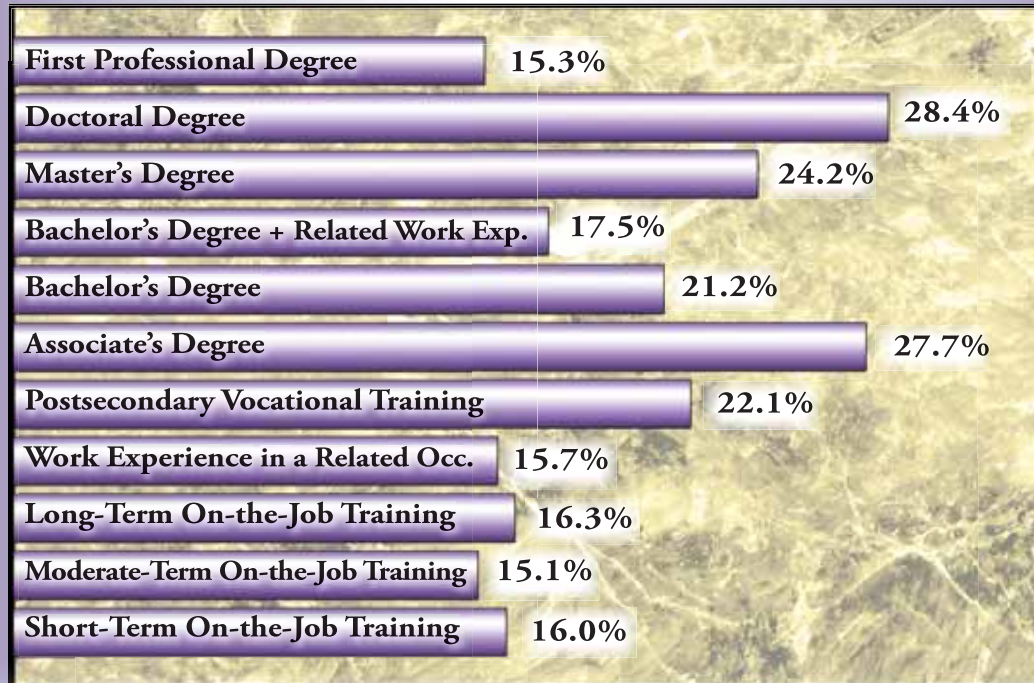
Output Per Job: (thousands of constant dollars)

	MT	USA
1997	52.458	67.097
1998	53.201	68.924
1999	53.708	71.330
2000	55.140	73.977
2001	57.789	76.298
2002	60.386	79.884
2003	63.848	84.030





Projected Growth Rates by Educational Requirements: 2002 - 2012



Jobs requiring formal education beyond high school will grow at a faster rate than those requiring only on-the-job training. However, because their base is so large, jobs requiring only on-the-job training will make up about 58% of all new jobs created between 2002 and 2012.

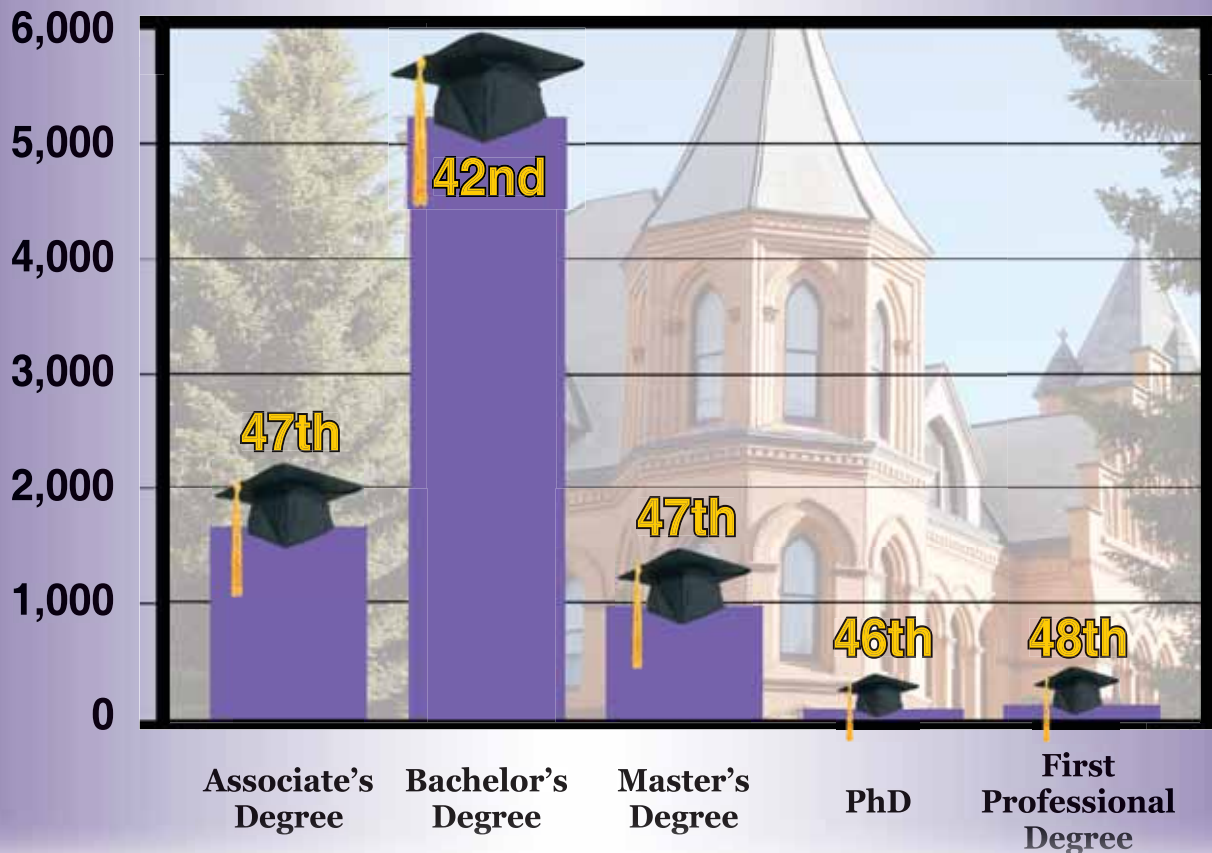
Employment Growth

Education level	Current Employment	Projected Employment	Growth	Percent Change
First Professional Degree	8,550	9,862	1,312	15.3%
Doctoral Degree	4,029	5,173	1,144	28.4%
Master's Degree	7,341	9,116	1,775	24.2%
Bachelor's Degree or higher plus work experience	28,229	33,158	4,929	17.5%
Bachelor's Degree	58,311	70,647	12,336	21.2%
Associate's Degree	16,721	21,354	4,633	27.7%
PostSecondary Vocational Training	28,445	34,718	6,273	22.1%
Work Experience in a Related Occupation	49,920	57,775	7,855	15.7%
LT on-the-job training	71,851	83,591	11,740	16.3%
MT on-the-job training	97,636	112,412	14,776	15.1%
ST on-the-job training	183,426	212,856	29,430	16.0%
Totals	554,459	650,662	96,203	17.4%





Educational Attainment in Montana: 2002 to 2003



Source: U.S. Census Bureau

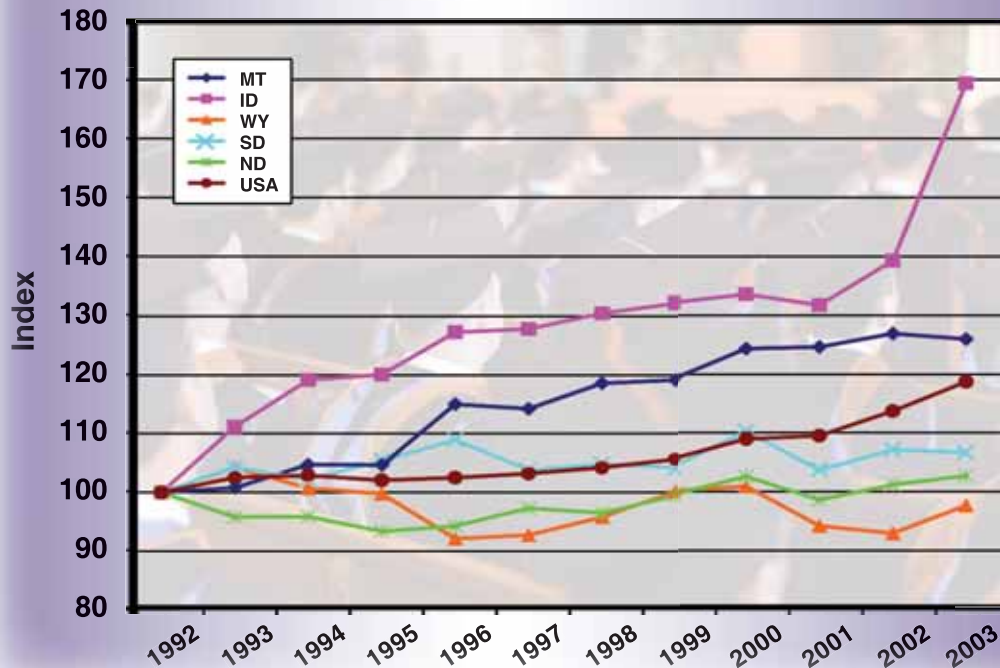
Degree	#
Associate's Degree	1,666
Bachelor's Degree	5,238
Master's Degree	979
First Professional Degree	118
PhD	75

Montana's total population ranks 44th in the nation. This graph shows that Montana Universities rank higher than our population total in the number of Bachelor's degrees awarded but lower than our population total in all other types of degrees.





Bachelor's Degree Conferrals 1992 to 2003



Source: U.S. Census Bureau

This graph tracks growth in the amount of bachelor's degrees conferred in Montana and the surrounding states since 1992. Montana ranks second in the region to Idaho, where the expansion of Rick Junior College into a four year University, BYU-Idaho, explains the large jump in Bachelor's degrees awarded.

Number of Bachelor's Degrees Conferred 1992 to 2003

	Montana	Idaho	Wyoming	South Dakota	North Dakota	US
1992	4,161	3,529	1,781	4,075	4,755	1,136,553
1993	4,194	3,923	1,856	4,252	4,555	1,165,178
1994	4,357	4,203	1,794	4,164	4,558	1,169,275
1995	4,354	4,235	1,777	4,293	4,440	1,160,134
1996	4,785	4,489	1,641	4,439	4,484	1,164,792
1997	4,752	4,509	1,652	4,230	4,627	1,172,879
1998	4,932	4,602	1,706	4,273	4,588	1,184,406
1999	4,955	4,662	1,784	4,246	4,730	1,200,303
2000	5,171	4,711	1,797	4,494	4,877	1,237,875
2001	5,183	4,646	1,677	4,223	4,688	1,244,171
2002	5,277	4,913	1,655	4,365	4,810	1,291,900
2003	5,238	5,975	1,739	4,344	4,882	1,348,503





Is there a Brain Drain?

Percent of MSU Grads who stay in Montana

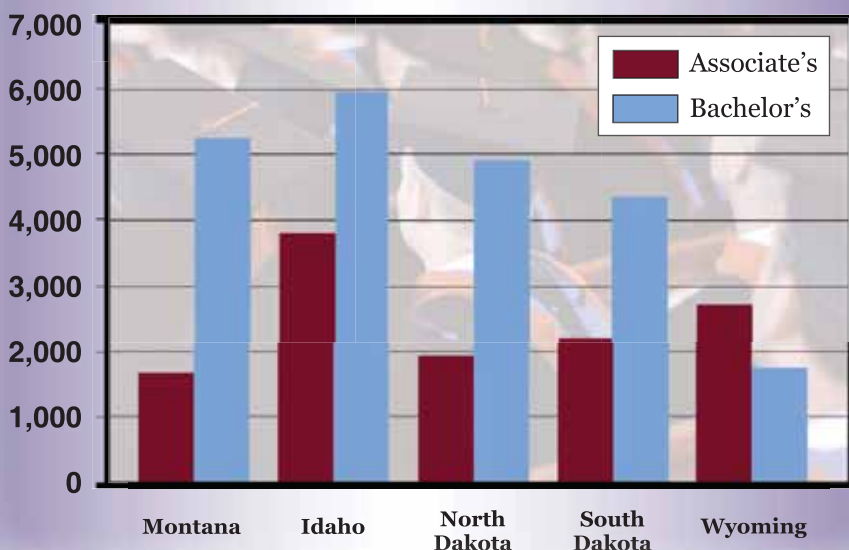
More MSU graduates stayed in Montana in 2004 than in previous years.

In addition, 40% of out-of-state students remained in Montana after receiving a bachelor's degree from MSU.



Source: Montana State University
- Career Services Survey

Associate's vs. Bachelor's Degree Conferrals: 2003



Degrees Conferred: 2003	Associate's	Bachelor's
Montana	1,666	5,238
Idaho	3,788	5,975
North Dakota	1,931	4,882
South Dakota	2,200	4,344
Wyoming	2,720	1,739

Source: U.S. Census Bureau

Montana institutions of higher education award over three bachelor's degrees for every one associate's degree awarded. This is not the case in Montana's neighboring states. In Wyoming, there are actually more associate's degrees awarded than bachelor's degrees.



The Montana Department of Labor & Industry's
Labor Day Report 2005

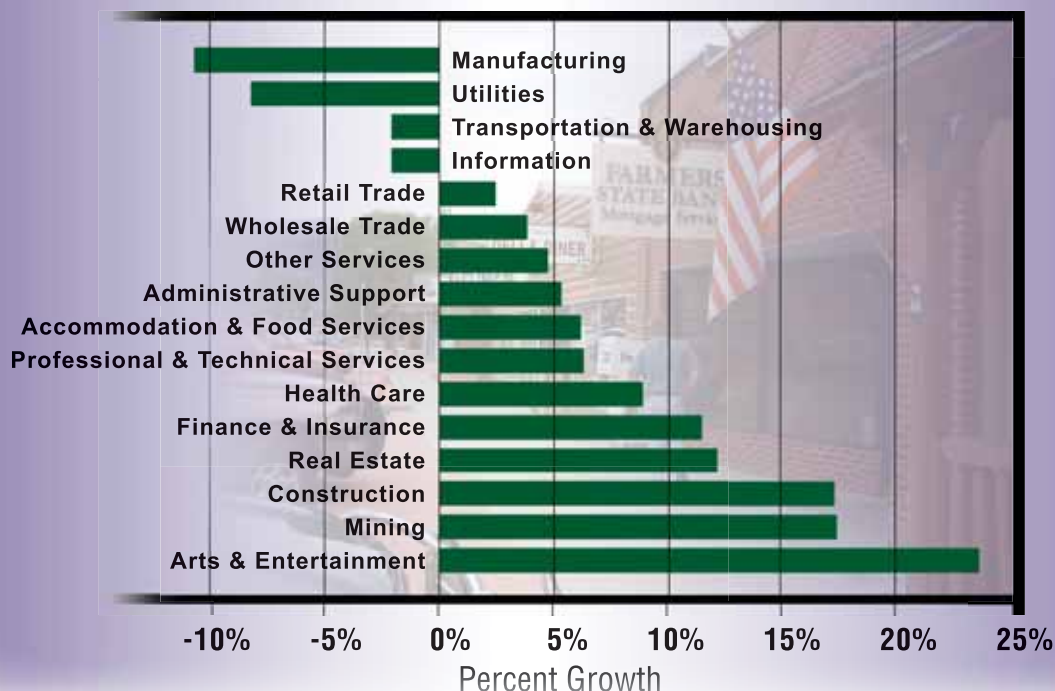
Part Three: Industry Employment & Wage Growth



*Presented by Tyler Turner, Economist
Research & Analysis Bureau*

*Questions? Contact Tyler at (406) 444-2992
or by E-mail: tturner@mt.gov*

Montana Private Industry Employment Growth: 2001 to 2004



A majority of Montana's private industries experienced growth in employment over the last four years. Among the leaders in this trend were mining, construction, and health care, which ranked 2nd, 3rd, and 6th respectively. Growth in these three industries is significant because of their traditional impact on the State's economy (mining), their role in the population/economic expansions found in many regions of the State (construction), and their importance as the general population continues to increase in age (health care).

Montana Employment by Industry ¹ : 2001 - 2004	2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%
Arts and Entertainment	7,760	8,394	9,260	9,590	1,830	23.58
Mining	5,191	5,109	4,959	6,094	903	17.40
Construction	21,173	21,527	23,187	24,836	3,663	17.30
Real Estate	4,986	4,986	5,244	5,587	601	12.05
Finance and Insurance	13,724	14,193	14,832	15,285	1,561	11.37
Health Care	46,103	48,369	48,768	50,165	4,062	8.81
Professional and Technical Services	15,534	16,078	16,185	16,501	967	6.23
Accommodation and Food Services	41,627	42,420	42,941	44,171	2,544	6.11
Administrative Support	14,932	14,632	15,230	15,718	786	5.26
Other Services	15,028	15,282	15,377	15,730	702	4.67
Wholesale Trade	15,374	15,352	15,433	15,953	579	3.77
Retail Trade	53,596	53,803	53,622	54,878	1,282	2.39
Information	7,940	7,780	7,667	7,774	-166	-2.09
Transportation & Warehousing	10,228	10,133	10,000	10,013	-215	-2.10
Utilities	3,151	2,912	2,815	2,892	-259	-8.22
Manufacturing	21,463	19,995	19,013	19,163	-2,300	-10.72

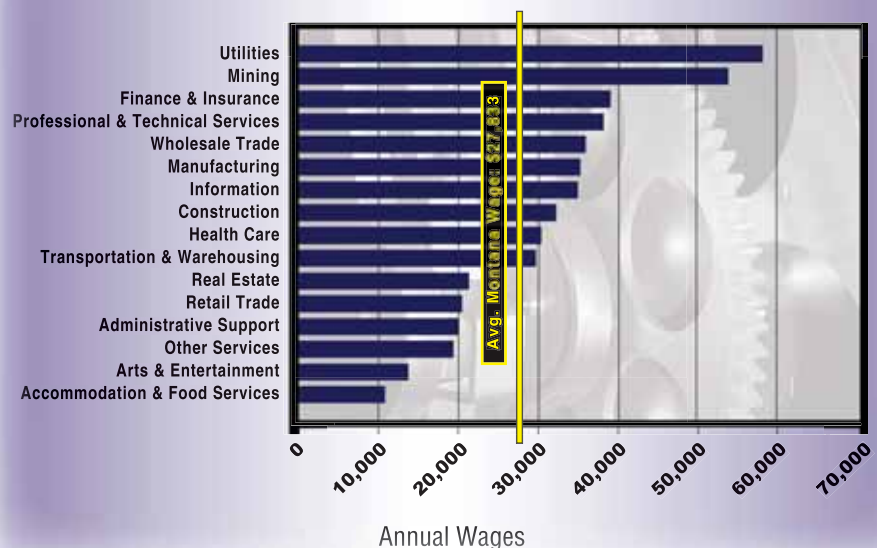
¹Excluding Agriculture, Management, Education, and Government

Source: Bureau of Labor Statistics, QCEW

Montana Wages

Wages paid to workers ranged from \$11,000 to \$58,000, with an average wage of \$27,833. Mining workers earned the second highest rate in the State at \$54,000, while construction and health care positions paid at levels close to the State average.

Montana Private Industry Wages: 2004





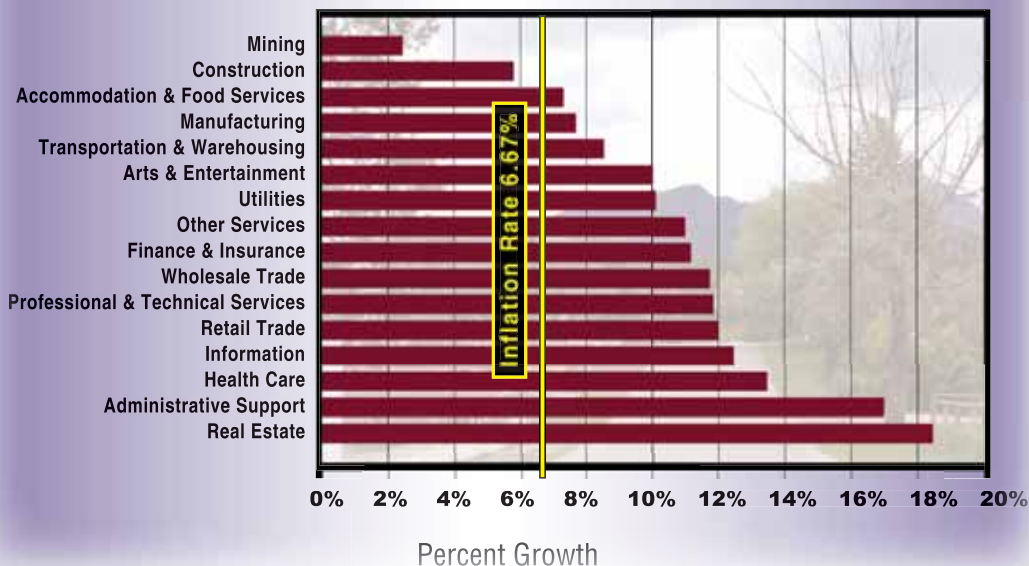
Montana Wages by Industry ¹ : 2001 - 2004	2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	\$				\$	%
Real Estate	18,163	18,677	20,064	21,509	3,346	18.42
Administrative Support	17,182	18,198	18,904	20,096	2,914	16.96
Health Care	26,847	27,972	29,250	30,452	3,605	13.43
Information	31,137	32,798	33,362	35,011	3,874	12.44
Retail Trade	18,470	19,322	20,057	20,684	2,214	11.99
Professional and Technical Services	34,173	35,018	36,817	38,215	4,042	11.83
Wholesale Trade	32,259	33,542	34,186	36,039	3,780	11.72
Finance and Insurance	35,172	35,890	37,909	39,093	3,921	11.15
Other Services	17,615	18,133	18,848	19,547	1,932	10.97
Utilities	53,080	56,250	59,183	58,435	5,355	10.09
Arts and Entertainment	12,624	13,567	13,889	13,887	1,263	10.00
Transportation & Warehousing	27,483	28,032	28,522	29,821	2,338	8.51
Manufacturing	32,833	33,436	34,606	35,347	2,514	7.66
Accommodation and Food Services	10,179	10,439	10,662	10,920	741	7.28
Construction	30,537	30,643	31,728	32,300	1,763	5.77
Mining	52,801	52,744	53,297	54,080	1,279	2.42

¹Excluding Agriculture, Management, Education, and Government
Source: Bureau of Labor Statistics, QCEW

Montana Wages II

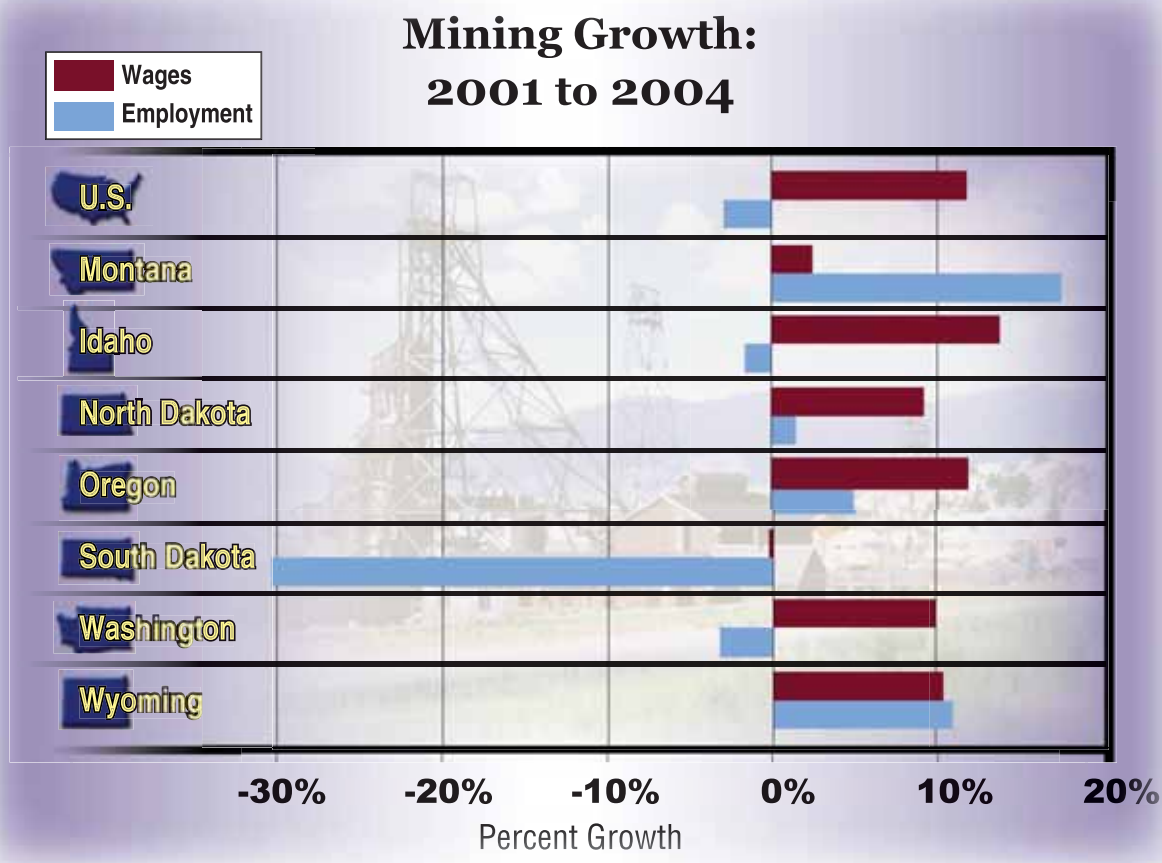
Wages increased for all industries, though for many the increase was small, with most experiencing growth under ten percent over four years. Health care had the third highest increase, while construction and mining ranked second to last and last.

Montana Private Industry Wage Growth: 2001 to 2004



Mining

Montana has shown the strongest growth in the region for employment, with close to a twenty percent increase in workers. Wages have responded slower over the last four years, though a slight increase was seen. Still, Montana workers are paid at a rate which is above the level found in most surrounding states.



Mining Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	535,189	505,979	500,103	519,868	-15,321	-2.86	59,686	60,392	62,313	66,677	6,991	11.71
Montana	5,191	5,109	4,959	6,094	903	17.40	52,801	52,744	53,297	54,080	1,279	2.42
Idaho	1,968	1,750	1,785	1,937	-31	-1.58	38,858	40,200	43,431	44,193	5,335	13.73
North Dakota	3,487	3,192	3,296	3,537	50	1.43	48,535	49,153	50,970	52,953	4,418	9.10
Oregon	1,782	1,787	1,782	1,869	87	4.88	36,511	38,536	40,235	40,805	4,294	11.76
South Dakota	1,084	865	820	756	-328	-30.26	40,462	41,086	39,491	40,372	-90	-0.22
Washington	3,310	2,968	2,919	3,204	-106	-3.20	46,841	48,183	49,456	51,495	4,654	9.94
Wyoming	18,183	17,854	18,366	20,175	1,992	10.96	53,318	55,022	56,442	58,849	5,531	10.37

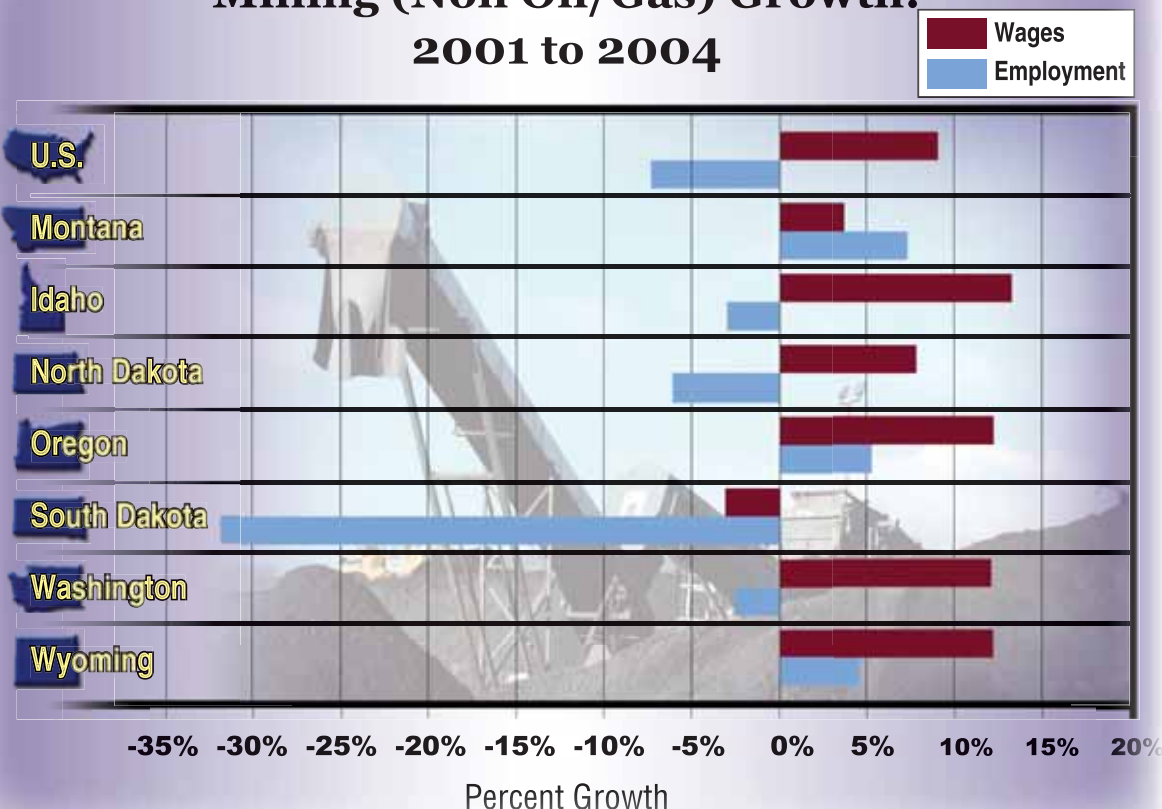
Source: Bureau of Labor Statistics, QCEW



Mining (non oil and gas)

Over half of Montana's mining workers are found within this sub-sector. These are typically high wage jobs and Montana wages are above the national average for this sector. Growth has been positive for both wages and employment, with Montana showing the highest rate of job growth for the surveyed areas.

Mining (Non Oil/Gas) Growth: 2001 to 2004



Mining (Non Oil & Gas) Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	220,484	209,567	200,257	204,419	-16,065	-7.29	48,602	49,251	50,734	53,008	4,406	9.07
Montana	3,662	3,590	3,497	3,930	268	7.32	54,055	55,481	55,858	56,071	2,016	3.73
Idaho	1,895	1,678	1,696	1,839	-56	-2.96	38,902	40,141	43,692	44,061	5,159	13.26
North Dakota	1,584	1,572	1,519	1,488	-96	-6.06	53,449	54,208	54,954	57,620	4,171	7.80
Oregon	1,755	1,752	1,748	1,848	93	5.30	36,311	38,323	40,092	40,748	4,437	12.22
South Dakota	1,020	802	759	694	-326	-31.96	39,652	39,476	37,767	38,442	-1,210	-3.05
Washington	3,118	2,734	2,719	3,039	-79	-2.53	45,408	46,714	48,355	50,900	5,492	12.09
Wyoming	7,118	7,512	7,407	7,444	326	4.58	59,258	61,435	63,458	66,484	7,226	12.19

Source: Bureau of Labor Statistics, QCE W

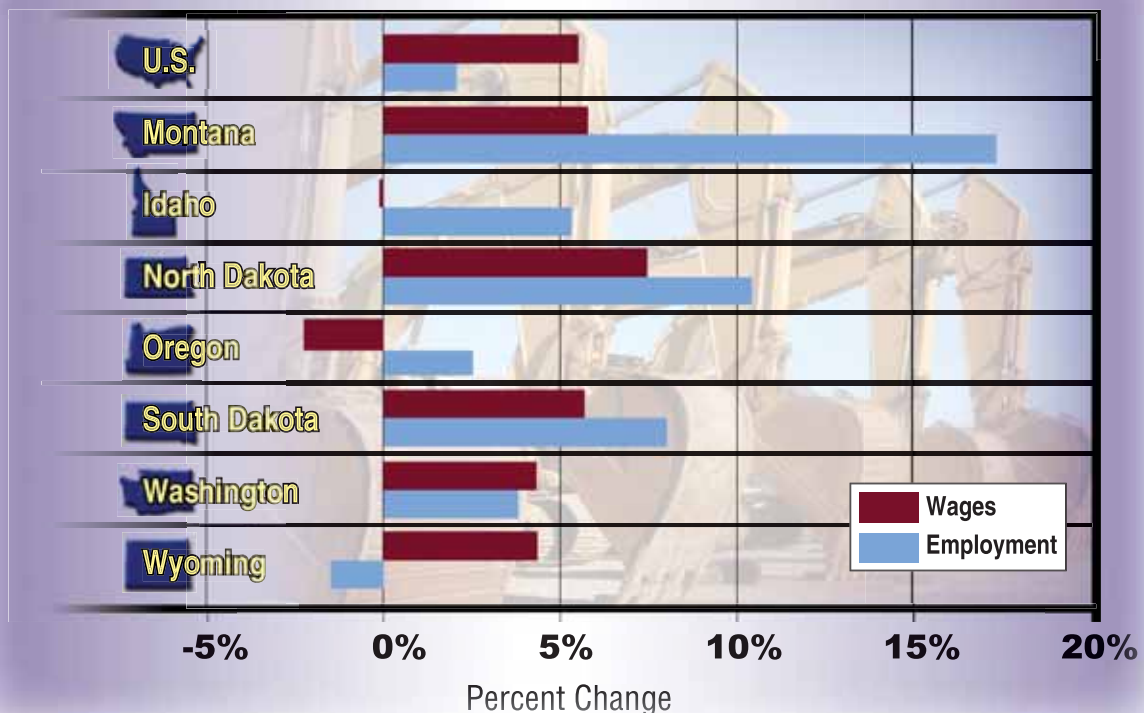




Construction

Montana increased employment in construction at a rate higher than surrounding states and the nation over the last three years. Wages also increased at a fast pace, but this increase only brought them up to levels found in other regions.

Construction Growth: 2001 to 2004



Construction Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	6,773,512	6,683,553	6,672,360	6,912,943	139,431	2.06	38,412	39,027	39,509	40,524	2,112	5.50
Montana	21,173	21,527	23,187	24,836	3,663	17.30	30,537	30,643	31,728	32,300	1,763	5.77
Idaho	37,851	36,468	36,688	39,856	2,005	5.30	31,057	31,054	30,658	31,036	-21	-0.07
North Dakota	15,413	14,931	15,754	17,012	1,599	10.37	31,903	31,861	32,547	34,278	2,375	7.44
Oregon	79,908	77,908	76,599	81,919	2,011	2.52	39,507	39,484	38,402	38,636	-871	-2.20
South Dakota	18,478	18,590	19,311	19,953	1,475	7.98	29,010	29,889	30,188	30,652	1,642	5.66
Washington	146,302	142,285	143,676	151,857	5,555	3.80	38,548	39,396	39,477	40,211	1,663	4.31
Wyoming	19,537	-	19,528	19,255	-282	-1.44	31,902	-	32,986	33,289	1,387	4.35

Source: Bureau of Labor Statistics, QCEW

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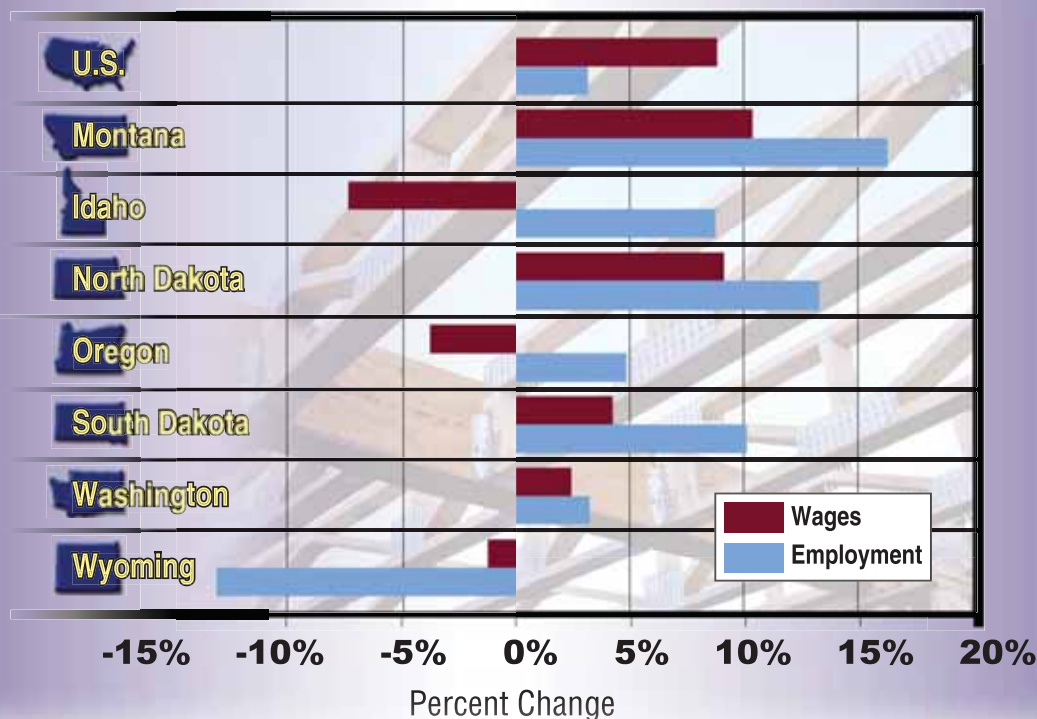




Construction of Buildings

Montana's growth in employment and wages were the highest among the surveyed regions. The growth in wages was second only to the nation in real dollars and Montana workers are now paid at rates higher than many surrounding states. This was not the case four years ago and is further proof of the strong performance of this sector.

Construction of Buildings Growth: 2001 to 2004



Construction of Buildings Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	1,567,615	1,564,085	1,565,390	1,617,133	49,518	3.16	41,142	42,191	43,131	44,765	3,623	8.81
Montana	6,238	6,399	6,817	7,252	1,014	16.26	28,217	29,123	29,953	31,133	2,916	10.33
Idaho	8,467	8,273	8,471	9,207	740	8.74	32,709	32,313	31,864	30,319	-2,390	-7.31
North Dakota	4,348	-	4,475	4,925	577	13.27	31,224	-	31,867	34,066	2,842	9.10
Oregon	19,120	18,930	18,888	20,047	927	4.85	40,483	40,290	38,998	38,951	-1,532	-3.78
South Dakota	5,128	5,247	5,582	5,646	518	10.10	27,108	27,830	28,092	28,263	1,155	4.26
Washington	37,944	37,716	37,762	39,176	1,232	3.25	38,978	39,848	39,322	39,926	948	2.43
Wyoming	4,743	-	4,136	4,125	-618	-13.03	30,657	-	29,564	30,261	-396	-1.29

Source: Bureau of Labor Statistics, QCEW

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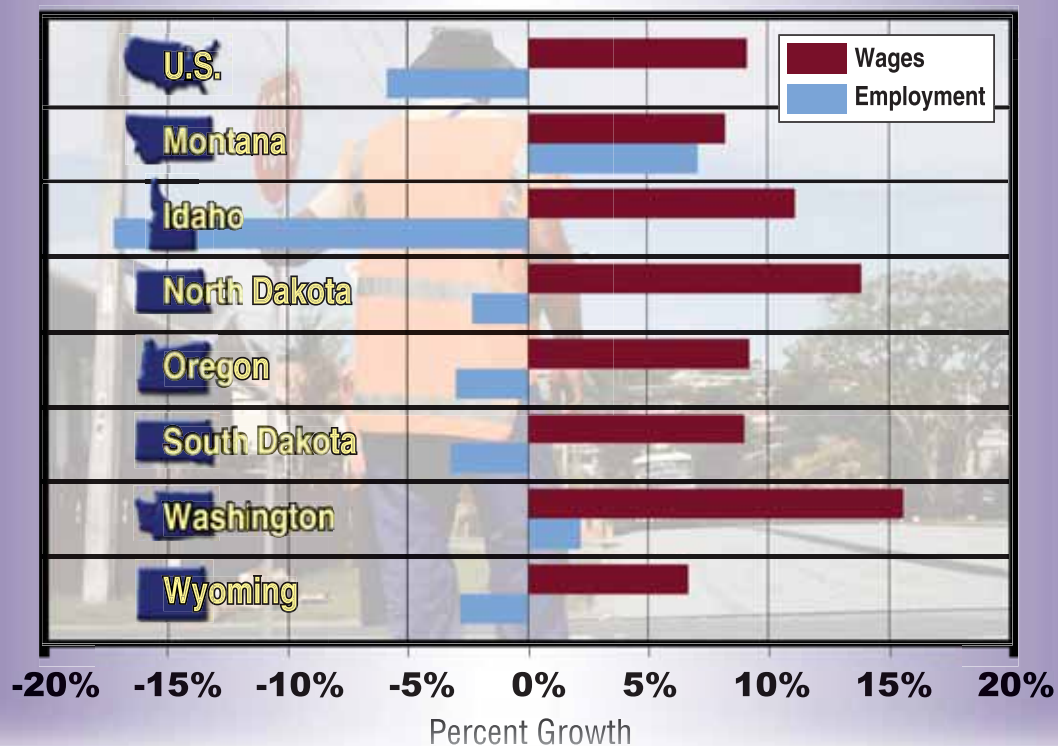




Heavy and Civil Engineering Construction

Montana was one of only two states to increase employment in this sub-sector (Washington was the other). All areas experienced growth in wages, with Montana growth being among the lowest. This effect may be attributed to the addition of new positions, however. New hires typically start at wages well below the mean and thus are likely to have a negative impact on the sector's average.

Heavy and Civil Engineering Construction Growth: 2001 to 2004



Heavy & Civil Engineering Construction Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	950,385	924,699	891,491	895,012	-55,373	-5.83	43,099	44,298	45,417	47,023	3,924	9.10
Montana	4,424	4,248	4,419	4,736	312	7.05	38,841	37,904	39,880	42,024	3,183	8.20
Idaho	6,522	6,403	5,456	5,397	-1,125	-17.25	42,615	44,213	44,419	47,341	4,726	11.09
North Dakota	2,997	-	2,834	2,928	-69	-2.30	37,831	-	40,070	43,068	5,237	13.84
Oregon	10,374	9,765	9,534	10,068	-306	-2.95	43,685	45,175	46,995	47,701	4,016	9.19
South Dakota	3,272	3,155	3,088	3,168	-104	-3.18	34,856	36,762	36,849	37,984	3,128	8.97
Washington	19,073	18,392	18,431	19,486	413	2.17	45,820	48,177	51,206	52,948	7,128	15.56
Wyoming	5,327	5,293	5,650	5,177	-150	-2.82	36,775	37,292	39,928	39,216	2,441	6.64

Source: Bureau of Labor Statistics, QCEW

- Data Suppressed by Bureau of Labor Statistics

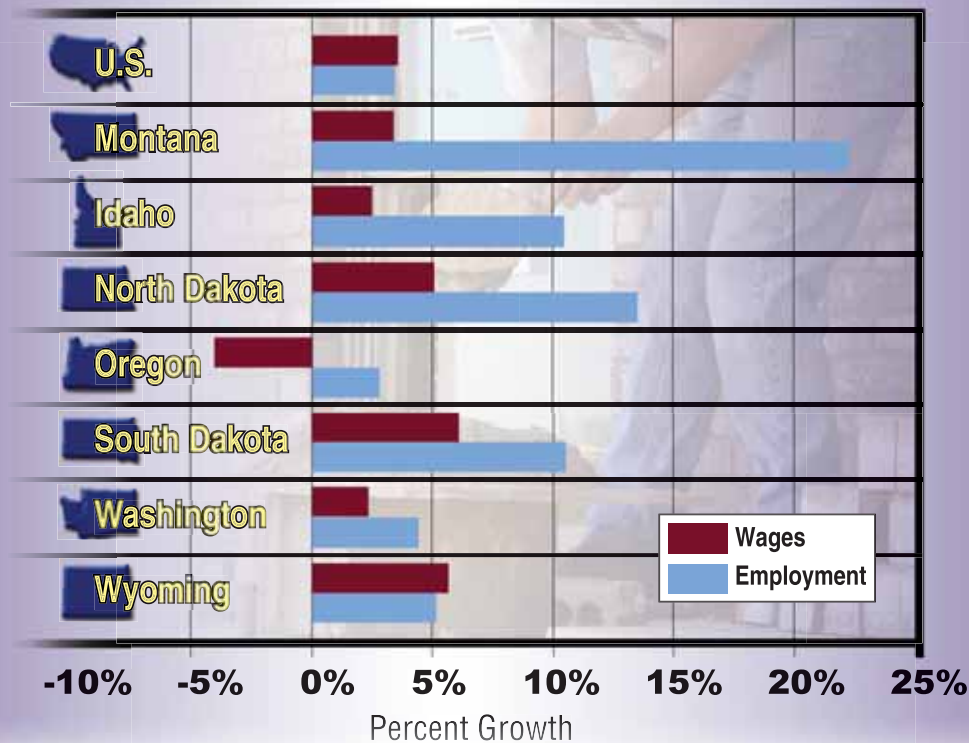




Specialty Trade Contractors

Montana increased the number of specialty contractors at a rate far higher than any other state in the region. This is significant given that no state saw a decrease in employment and indicates that a strong demand exists for services provided by this industry. Wages increased at a rate consistent with the nation, but were among the lowest for surrounding states.

Specialty Trade Contractors Growth: 2001 to 2004



Specialty Trade Contractors Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	4,255,511	4,194,768	4,215,479	4,400,799	145,288	3.41	36,359	36,686	36,914	37,643	1,284	3.53
Montana	10,511	10,880	11,952	12,848	2,337	22.23	28,418	28,702	29,726	29,373	955	3.36
Idaho	22,862	21,792	22,761	25,252	2,390	10.45	27,148	26,709	26,911	27,813	665	2.45
North Dakota	8,069	8,075	8,446	9,159	1,090	13.51	30,066	29,967	30,382	31,581	1,515	5.04
Oregon	50,413	49,214	48,177	51,804	1,391	2.76	38,277	38,045	36,468	36,752	-1,525	-3.98
South Dakota	10,079	10,187	10,641	11,140	1,061	10.53	28,080	28,821	29,355	29,778	1,698	6.05
Washington	89,284	86,177	87,484	93,195	3,911	4.38	36,812	37,324	37,073	37,667	855	2.32
Wyoming	9,466	9,811	9,741	9,953	487	5.14	29,782	30,222	30,413	31,464	1,682	5.65

Source: Bureau of Labor Statistics, QCEW

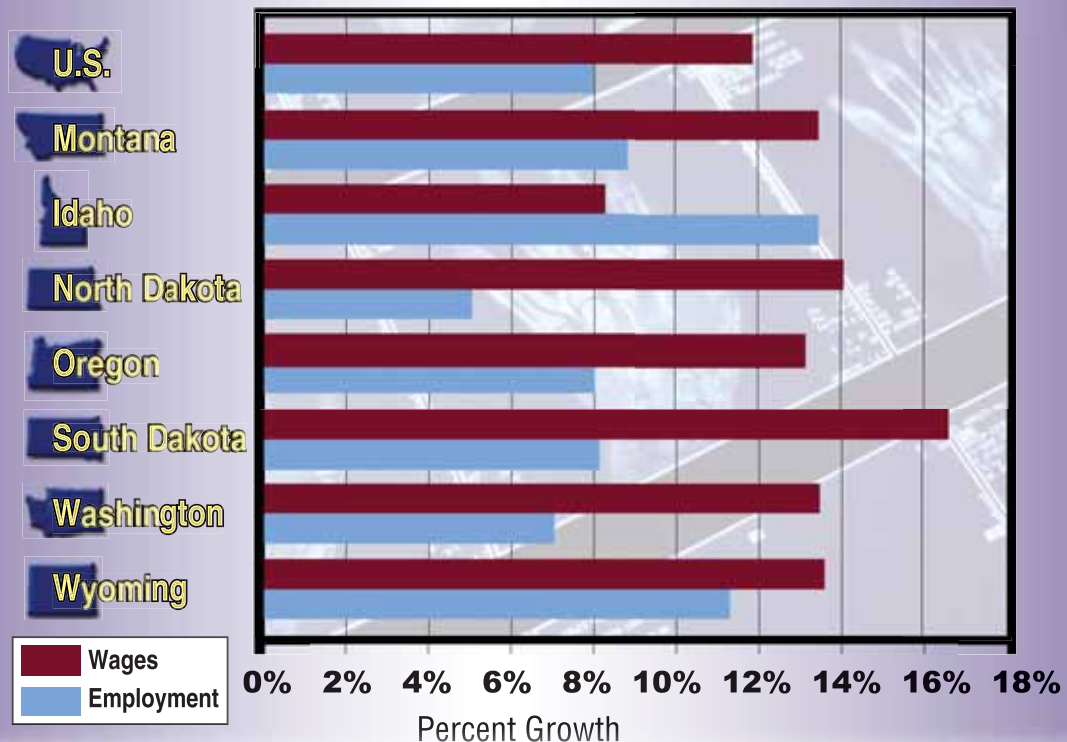




Health Care and Social Assistance

Health care growth was strong for both wages and employment in all states and the nation. Montana grew at an average rate for both measures, though the increase in real wage dollars was among the lowest for the surveyed areas.

Health Care & Social Assistance Growth: 2001 to 2004



Health Care Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	12,966,103	13,395,715	13,721,850	14,004,306	1,038,203	8.01	32,813	34,043	35,167	36,702	3,889	11.85
Montana	46,103	48,369	48,768	50,165	4,062	8.81	26,847	27,972	29,250	30,452	3,605	13.43
Idaho	50,973	53,561	55,457	57,821	6,848	13.43	27,530	28,291	28,851	29,806	2,276	8.27
North Dakota	42,749	43,351	44,351	44,914	2,165	5.06	27,218	28,483	29,457	31,038	3,820	14.03
Oregon	153,531	159,928	162,401	165,769	12,238	7.97	32,171	33,430	34,683	36,399	4,228	13.14
South Dakota	45,833	47,108	48,610	49,565	3,732	8.14	28,231	30,019	31,466	32,920	4,689	16.61
Washington	253,067	260,777	265,007	270,888	17,821	7.04	30,812	32,144	33,409	34,956	4,144	13.45
Wyoming	17,400	17,950	18,685	19,365	1,965	11.29	27,201	28,521	29,738	30,891	3,690	13.57

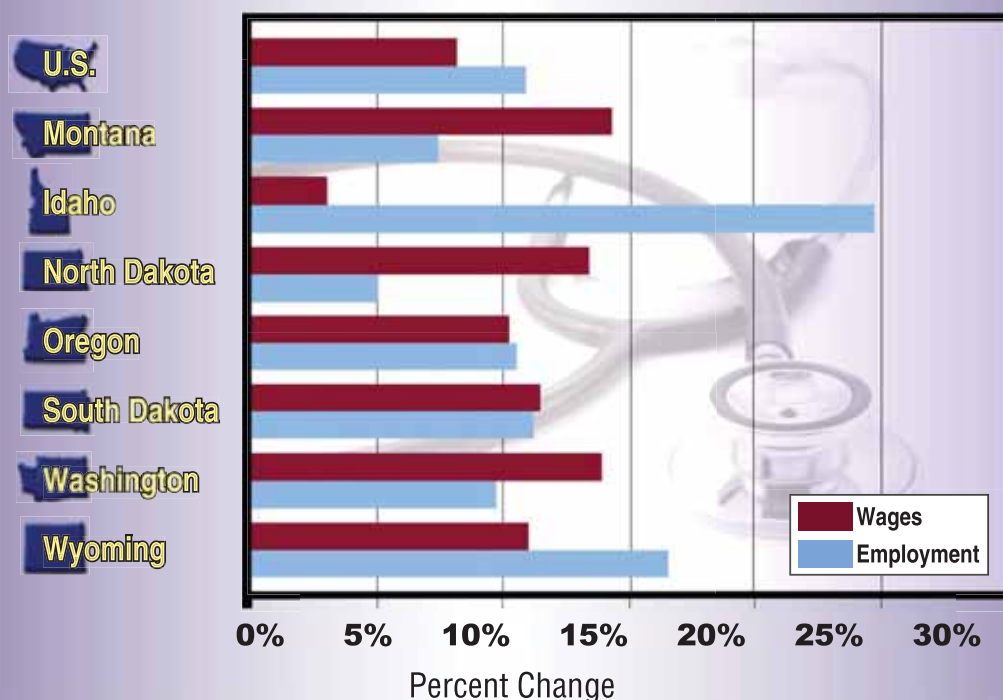
Source: Bureau of Labor Statistics, QCEW



Ambulatory Health Care

Ambulatory Health Care (physicians offices) showed Montana to have the highest growth in wages, but one of the lowest increases in employment. The growth in wages is significant because Montana workers have been paid well below the national average for the last four years, indicating that efforts to close this gap have had a positive effect.

Ambulatory Health Care Growth: (Doctor's & Dentist's Offices, etc.) 2001 to 2004



Ambulatory Health Care Services Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	4,453,597	4,637,142	4,783,403	4,936,056	482,459	10.83	42,963	44,062	44,719	46,443	3,480	8.10
Montana	12,871	13,393	13,461	13,821	950	7.38	33,573	35,105	36,768	38,350	4,777	14.23
Idaho	18,124	19,505	20,971	22,594	4,470	24.66	36,728	36,841	36,753	37,828	1,100	3.00
North Dakota	9,194	9,144	9,361	9,654	460	5.00	44,132	46,545	47,770	50,019	5,887	13.34
Oregon	52,242	54,850	56,096	57,715	5,473	10.48	43,268	44,618	45,929	47,670	4,402	10.17
South Dakota	11,099	11,536	11,994	12,333	1,234	11.12	44,783	46,855	48,179	49,883	5,100	11.39
Washington	99,078	102,381	105,140	108,670	9,592	9.68	34,523	36,043	37,419	39,294	4,771	13.82
Wyoming	6,288	6,564	6,965	7,323	1,035	16.46	38,879	40,298	41,596	43,127	4,248	10.93

Source: Bureau of Labor Statistics, QCEW

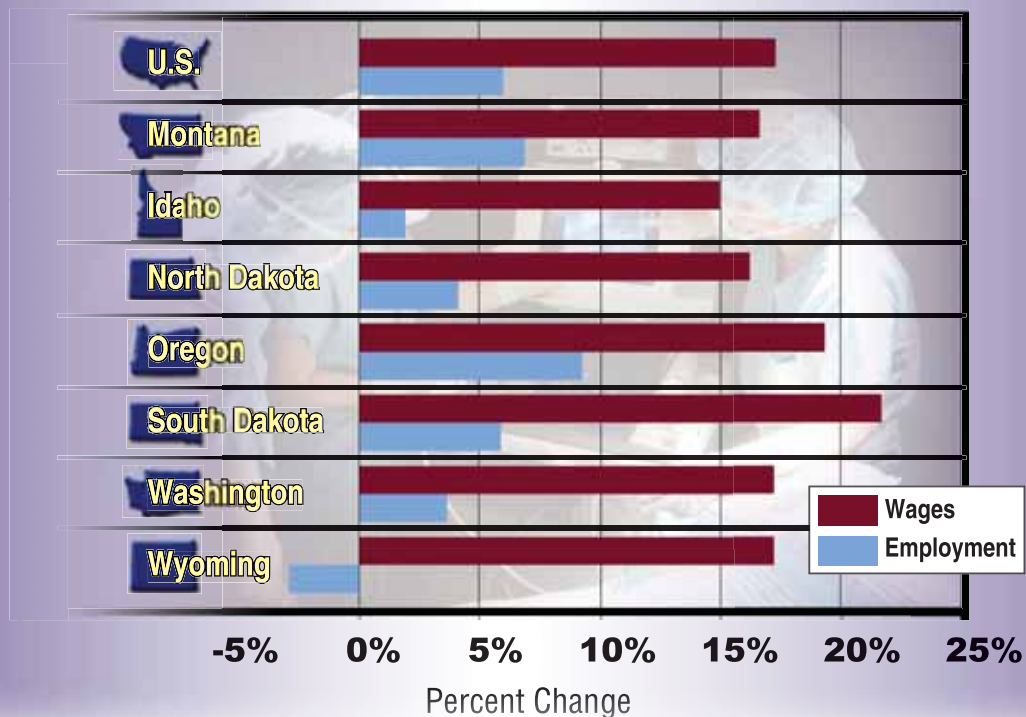




Hospitals

Montana experienced average growth for wages and employment in the hospital sub-sector. National growth in wages was higher than the state's and indicates that Montana may be falling behind in the pay its workers are receiving in this industry.

Hospitals Growth: 2001 to 2004



Hospitals Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	4,007,430	4,107,468	4,201,325	4,247,445	240,015	5.99	35,952	37,856	39,966	42,190	6,238	17.35
Montana	17,884	18,534	18,764	19,118	1,234	6.90	31,670	33,505	35,386	36,948	5,278	16.67
Idaho	12,914	13,312	13,045	13,161	247	1.91	32,078	33,940	35,700	36,880	4,802	14.97
North Dakota	15,513	15,851	16,024	16,154	641	4.13	30,712	31,944	33,614	35,714	5,002	16.29
Oregon	43,599	45,770	47,300	47,626	4,027	9.24	36,858	38,636	40,782	44,006	7,148	19.39
South Dakota	17,125	17,628	17,876	18,133	1,008	5.89	29,513	31,977	34,007	35,925	6,412	21.73
Washington	60,389	62,050	62,495	62,593	2,204	3.65	41,763	43,674	45,967	48,985	7,222	17.29
Wyoming	2,814	2,786	2,708	2,734	-80	-2.84	31,701	32,965	34,720	37,443	5,742	18.11

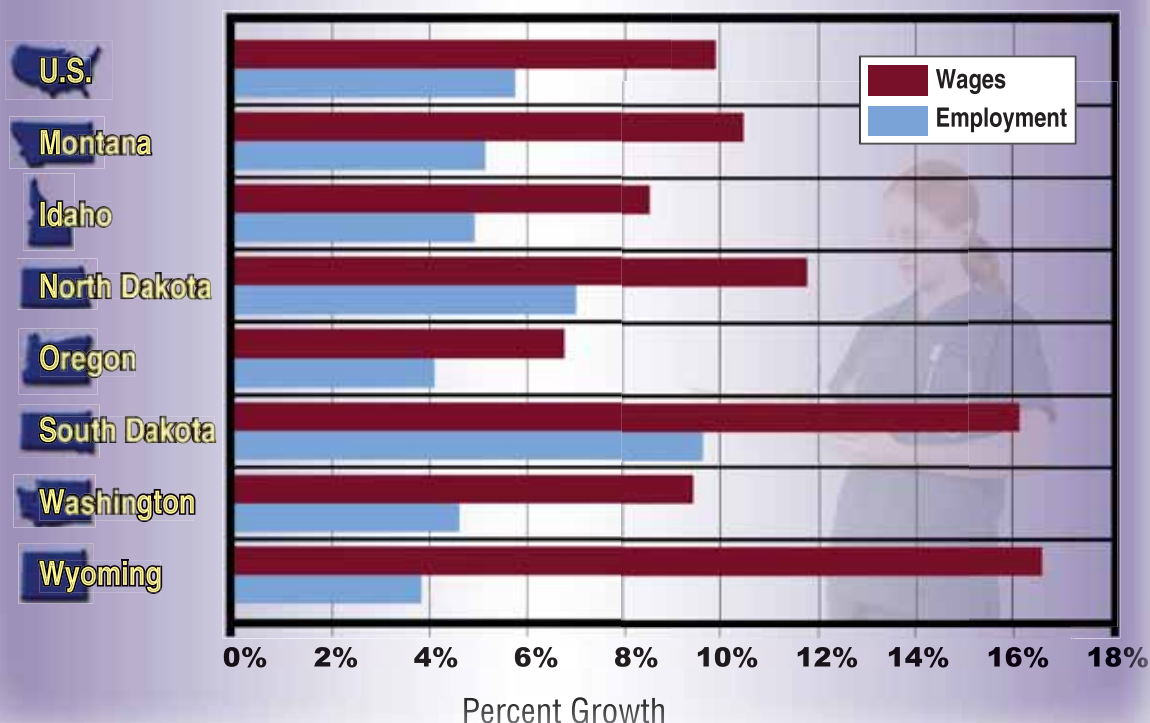
Source: Bureau of Labor Statistics, QCEW



Nursing and Residential Care

Positive growth in employment and wages was found for workers in the nursing and residential care industry. Montana employs the second lowest number of workers in this sector and pays one of the lowest wages among all surveyed areas.

Nursing & Residential Care Growth: 2001 to 2004



Nursing & Residential Care Facilities Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	2,657,817	2,737,473	2,776,466	2,809,852	152,035	5.72	21,141	21,881	22,490	23,230	2,089	9.88
Montana	8,257	8,509	8,713	8,679	422	5.11	16,949	17,633	18,092	18,721	1,772	10.45
Idaho	10,712	10,996	11,218	11,236	524	4.89	17,887	18,437	18,841	19,413	1,526	8.53
North Dakota	13,013	13,209	13,680	13,920	907	6.97	16,527	17,677	17,975	18,470	1,943	11.76
Oregon	34,602	35,539	35,412	36,009	1,407	4.07	18,629	19,130	19,111	19,883	1,254	6.73
South Dakota	11,686	11,933	12,604	12,809	1,123	9.61	16,518	17,215	18,345	19,184	2,666	16.14
Washington	50,383	52,009	52,624	52,690	2,307	4.58	20,993	21,776	22,330	22,965	1,972	9.39
Wyoming	4,127	4,238	4,308	4,284	157	3.80	19,192	20,697	21,625	22,377	3,185	16.60

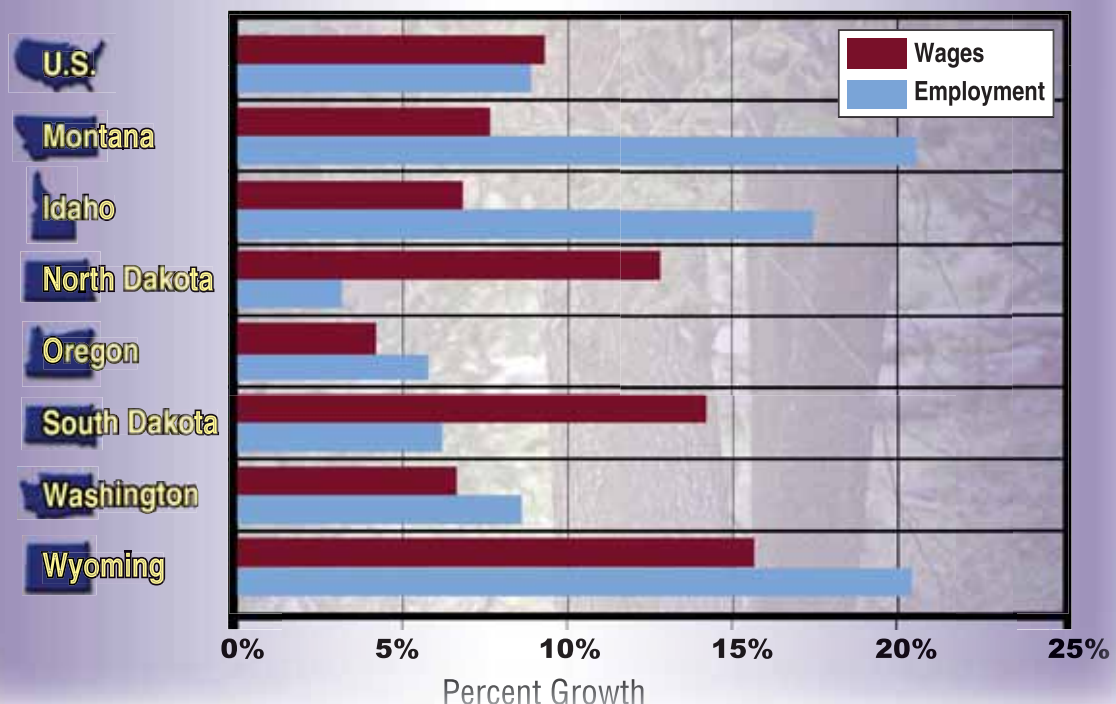
Source: Bureau of Labor Statistics, QCEW



Social Assistance

Montana added the largest percentage of new jobs in this sub-sector, but paid one of the lowest wages to its workers. Given the low wages offered, it is interesting that the increase in employment reached the levels found in the table.

Social Assistance Growth: (Shelters, Rehabilitation, Day Care, etc.) 2001 to 2004



Social Assistance Growth: 2001 - 2004	Employment						Wages					
	2001	2002	2003	2004	Industry Growth: 2001 - 2004		2001	2002	2003	2004	Industry Growth: 2001 - 2004	
	#				#	%	\$				\$	%
United States	1,847,259	1,913,632	1,960,656	2,010,953	163,694	8.86	18,326	18,979	19,534	20,026	1,700	9.28
Montana	7,091	7,933	7,830	8,548	1,457	20.55	13,999	14,092	14,036	15,065	1,066	7.61
Idaho	9,222	9,748	10,224	10,831	1,609	17.45	14,286	14,584	14,890	15,257	971	6.80
North Dakota	5,030	5,146	5,286	5,187	157	3.12	13,183	13,463	14,137	14,876	1,693	12.84
Oregon	23,088	23,769	23,593	24,418	1,330	5.76	18,504	18,967	19,090	19,275	771	4.17
South Dakota	5,923	6,010	6,136	6,290	367	6.20	16,616	17,385	18,350	18,970	2,354	14.17
Washington	43,218	44,338	44,747	46,935	3,717	8.60	18,448	19,167	19,475	19,666	1,218	6.60
Wyoming	4,172	4,362	4,705	5,023	851	20.40	14,487	15,561	16,745	16,751	2,264	15.63

Source: Bureau of Labor Statistics, QCEW

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